

Far from the
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2018

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THE PHILIPPINE CIVIL SERVICE

Honor Awards Program

A Brief Background

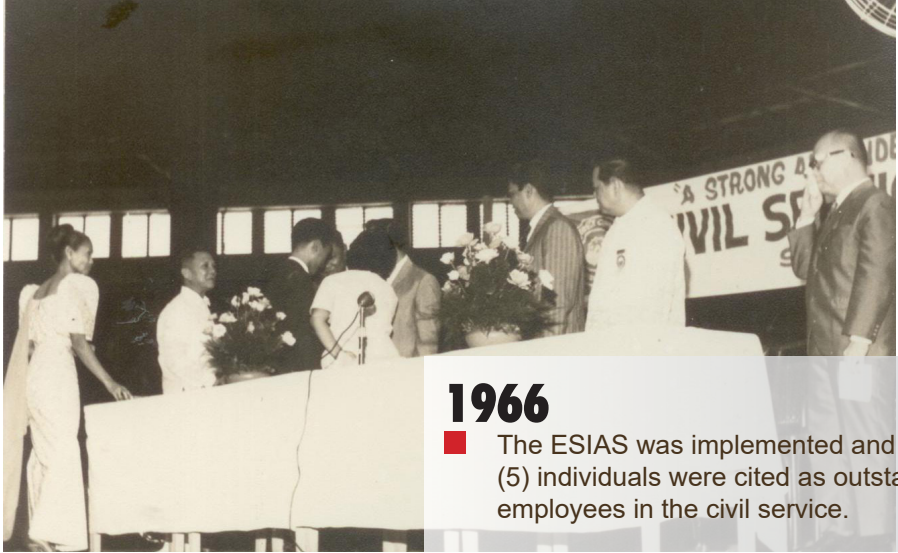
In accordance with its constitutional mandate to adopt measures to promote morale, efficiency, integrity, responsiveness, and courtesy in the civil service, as well as to strengthen the merit and awards systems, the Civil Service Commission (CSC) administers the Honor Awards Program (HAP). From the program's beginnings in 1959, it has evolved into a major mechanism to recognize and reward state officials and employees for their outstanding contributions and achievements in the delivery of public service.

MILESTONES

1959

- The Employee Suggestions and Incentives Awards System (ESIAS) came into existence under Section 27 of Republic Act No. 2260 or the Civil Service Act of 1959 to award public servants for extraordinary acts or services that contributed to the efficiency, economy, and improvement of government operations.





1966

- The ESIAS was implemented and five (5) individuals were cited as outstanding employees in the civil service.

1975

- The Civil Service Commission was reorganized by virtue of Presidential Decree No. 807. Section 33 of P.D. No. 807 set new rules and guidelines of the ESIAS and modified the types of honor awards as follows: Presidential *Lingkod Bayan* and *Silangan* Awards, the Civil Service Commission *Pagasa* Award, and the Agency or *Kapwa* Award.



1988

- President Corazon C. Aquino issued Executive Order No. 334 to institute the Presidential Awards for Outstanding Public Service, namely: the *Lingkod Bayan* Award and *Silangan* Award.

1989

- Republic Act No. 6713, otherwise known as the Code of Conduct and Ethical Standards for Public Officials and Employees, instituted eight (8) norms of conduct for public officials and employees and the conferment of awards to deserving public servants. The Outstanding Public Officials and Employees Award or the *Dangal ng Bayan* Award is given to a public official or employee who has demonstrated exemplary service and conduct on the basis of his/her observance of the norms of conduct specified in the Act.

Based on the Omnibus Rules and Regulations Implementing Book V of Executive Order No. 292 or the Revised Administrative Code of 1987, the honor awards shall consist of the following categories: Presidential *Lingkod Bayan* Award, the Civil Service Commission *Pagasa* Award, and the Outstanding Public Officials and Employees or the *Dangal ng Bayan* Award.

1992

- Executive Order No. 508 revoked E.O. No. 334 and instituted the *Lingkod Bayan* Award as the Presidential Award for Outstanding Public Service.



1993

- President Fidel V. Ramos amended Executive Order No. 508 with E.O. No. 77, underscoring the legal basis of the *Lingkod Bayan* Award to be Section 35, Book V of E.O. No. 292, the Administrative Code of 1987.

2009

- The Honor Awards Program celebrated its 50th anniversary with the theme: "50 Years of Honoring Our Heroes in Republic Service". A total of 343 *Lingkod Bayan* awards, 206 *Dangal ng Bayan* awards, and 214 *Pagasa* awards have been conferred from 1966-2009.

50 YEARS OF HONORING OUR HEROES IN REPUBLIC SERVICE



2010

■ On his first year as head of state, President Benigno S. Aquino III conferred the awards. During the rites, he noted that group awardees received a modest cash reward which still had to be divided among themselves. The President right then and there committed not only to augment but to double the monetary reward for the bureaucracy's exemplars.



2012

■ In June 2012, the CSC established the *Lingkod Bayani* Network (LBNet), which serves as the association of the Philippine government's honor awardees. LBNet's primary duty is to serve as a network of support for fellow awardees in their continuing pursuit of excellence, professionalism, and meritocracy in the Philippine bureaucracy.



The late Secretary Jesse M. Robredo of the Department of the Interior and Local Government was the guest of honor during the inauguration of the *Lingkod Bayani* Network. He was one of the first members of the association and original signatory to the LBNet Manifesto.



CSC officials turn over financial assistance to Pamanang Lingkod Bayani grantees.

2013

■ To address the need to give due recognition to public servants who died while performing their functions, the CSC confers the *Pamanang Lingkod Bayani* (PLBi). The recognition aims to lessen the impact of the loss of these unsung heroes to the families they left behind. CSC Resolution No. 1302553 issued on December 16, 2013, provided PLBi guidelines.

On November 28, 2014, CSC issued Resolution No. 1401700 amending Item II of the Implementing Guidelines of the *Pamanang Lingkod Bayani*. It included employees occupying permanent, elective, contractual, casual, and co-terminous positions as well as civilian or non-uniformed personnel of the Armed Forces of the Philippines as beneficiaries of the program.

Parangal, Iskolarsyip, at Tulong Pinansiyal are the three components of the *Pamanang Lingkod Bayani*. The CSC believes that these are the least the government could give to repay the loyal, honest, and hardworking civil servants who had given the ultimate sacrifice for the nation—their lives.

AWARDING RITES FOR THE *2018 Outstanding Public Officials and Employees*



From the speech of President Rodrigo Roa Duterte

“I am glad to join you today as we honor outstanding civil servants who set the standards of competence, accountability and integrity in the public service. Unless we stop corruption and unless there is law and order in the Philippines, I am sad to say to you, we will never rise from our present level of governance.”



From the speech of Chairperson Alicia dela Rosa-Bala

“These people deserve the recognition for transforming work setbacks into opportunities to better serve their respective institutions. Instead of being cast in the ordinary mold, they pushed themselves to the limits to know just how much further they can go to serve the public and contribute to national development.”

2018 COMMITTEE ON

Presidential Lingkod Bayan and CSC Pagasa Awards

2018 COMMITTEE ON PRESIDENTIAL LINGKOD BAYAN & CIVIL SERVICE COMMISSION PAGASA AWARDS

ALICIA dela ROSA-BALA

Chairperson
Civil Service Commission
Committee Chairperson



Alicia dela Rosa-Bala is currently the Chairperson of the central human resource agency of the government, the Civil Service Commission (CSC).

Prior to her appointment, she was the Undersecretary for Policy and Plans of the Department of Social Welfare and Development (DSWD) which she has served for the past 39 years. She also served from 2012 to 2015 as Deputy Secretary-General for the ASEAN Socio-Cultural Community Department in Jakarta, Indonesia which covers the sectors of civil service, science and technology, health, women, youth, social welfare and development, disaster management, among others. She was given recognition by ambassadors of member-countries for her contributions to ASEAN at the conclusion of her term.

At the DSWD, Chairperson Bala started as a training officer in 1976 and worked her way up the organizational ladder holding the positions of social welfare specialist, division chief, director, regional director, and assistant secretary. In 2004, she was DSWD's First Best Manager Awardee, and in 2012 she was awarded Outstanding Career Executive Service Officer by the Career Executive Service Board.

Chairperson Bala was appointed as the country's first child rights representative to the ASEAN Commission for the Promotion and the Protection of the Rights of Women and Children in 2010. She was also the first elected head of the first session of the Commission on Social Development, United Nations Economic and Social Commission for Asia and Pacific in 2008.

Chairperson Bala received her Master's Degree in Social Work from the University of the Philippines Institute of Social Work and Community Development, and her Bachelor's Degree in Social Work from Centro Escolar University.

ROBERT ERIC A. BORJE

Officer-in-Charge
Office of Presidential Protocol
Office of the President
Committee Member



Robert Eric A. Borje is a career diplomat in the Philippine Foreign Service.

Prior to his detail at the Office of the President, he was Director for Maritime and Ocean Affairs and Director for South Asia. He was Special Assistant to Secretary of Foreign Affairs Alberto G. Romulo.

His foreign assignments included Washington, D.C. and the United Nations in New York.

Before passing the 2002 Foreign Service Officer Examinations, Mr. Borje was with the Mindanao Economic Development Council and was a broadcast journalist prior to government service.

He has a degree in communications from the University of the Immaculate Conception, attended the Netherlands Institute of Foreign Relations Clingendael, and was a Fellow for the Rhodes Academy for Oceans Law and Policy in Greece, the International Institute of Humanitarian Law in Italy, and the Asia-Pacific Center for Security Studies in Hawaii.

Mr. Borje was conferred the *Order ng Lakandula* (Pinuno) and the *Gawad Mabini* (Dakilang Kasugo) in 2007.

REYNALDO ANTONIO D. LAGUDA

Executive Director
Philippine Business for Social Progress
Committee Member



Reynaldo Laguda is the Executive Director of Philippine Business for Social Progress (PBSP), one of the largest non-government organizations in the Philippines today. PBSP is a corporate-led NGO that aims to promote the business sector's role in poverty reduction and human development, with programs in Health, Education, Environment, Livelihood, and Inclusive Business. PBSP is also the principal recipient for the Tuberculosis component of the Global Fund to Fight AIDS, Tuberculosis, and Malaria.

Prior to joining PBSP, he served as Assistant Secretary/Chief of Staff, and then as Undersecretary for Finance and Administration of the Department of Education from 2010-2016. He was instrumental in expanding and strengthening the department's ICT programs for schools and offices, and institutionalized online information systems nationwide for improved resource allocation and decision-making. He led the streamlining of disaster risk reduction efforts and strengthened coordination with other government agencies.

His career in the corporate world has provided him with invaluable experience in Human Resources and Organization Development, Community and Government Relations, Public Affairs, and Operations for various companies in the manufacturing, services, and power generation industries. He also worked as a consultant for several years that allowed him the opportunity to work with various companies both here and abroad while honing his skills in project management and systems thinking.

He holds a Master in Business Management, major in Finance, from the Asian Institute of Management (2000). He finished with a Bachelor's degree in Psychology from the Ateneo de Manila University (1993).

MA. ALEGRIA SIBAL LIMJOCO

President
Philippine Chamber of Commerce and Industry
Committee Member



Considered as one of the most prominent names in the Philippine franchising sector, Ms. Limjoco is a two-term President of the Philippine Franchise Association (PFA) and is currently the Vice Chairman of the Association. She is also the Vice Chairman of the Philippine Retailers Association (PRA).

Over the years, Ms. Limjoco has represented both associations in various international events including the World Franchise Council (WFC) and Asia Pacific Franchise Confederation (APFC) Meetings, as well as various international retail and franchise shows in the US, Europe, and Asia.

She is the first Filipino and first Asian to graduate under the Certified Franchise Executive (CFE) Program, a global certification course for franchising professionals offered by the US-based Institute of Certified Franchise Executives (ICFE).

Acknowledged for her vast contributions in business, Ms. Limjoco has been conferred numerous awards from various organizations including her recognition as a Pillar of Philippine Franchising and as the Woman Icon of Franchising by the Franchise Excellence Awards (FEA). Recently, she received the International Women's Entrepreneurial Challenge (IWEC) Award in Redmond, Washington, USA.

She was elected President of the Philippine Chamber of Commerce and Industry (PCCI) in December 2017.

MARIFE B. ZAMORA

Chairperson
Convergys Philippines
Committee Vice Chairperson



Marife Zamora is the Chairperson of Convergys Philippines, Inc., the Philippine branch of Convergys Corporation (NYSE: CVG), a global leader in customer management.

Previously, Zamora served as the first country manager of Convergys Philippines, setting up its first contact center in 2003 and leading its growth into being the country's largest private employer with 55,000 employees. In 2011, she became managing director for Asia Pacific and EMEA.

Prior to pioneering Convergys Philippines, Zamora served as managing director for Headstrong Incorporated, a global provider of integrated solutions and digital technologies. Previously, she was with IBM Philippines where she held a number of sales, marketing and management positions during her 18-year tenure with the company.

She is the 68th President of the Management Association of the Philippines and third female president since its inception in 1950. She is also a Board Director of PLDT, Inc. and Board Adviser of ABS-CBN Lingkod Kapamilya Foundation Inc.

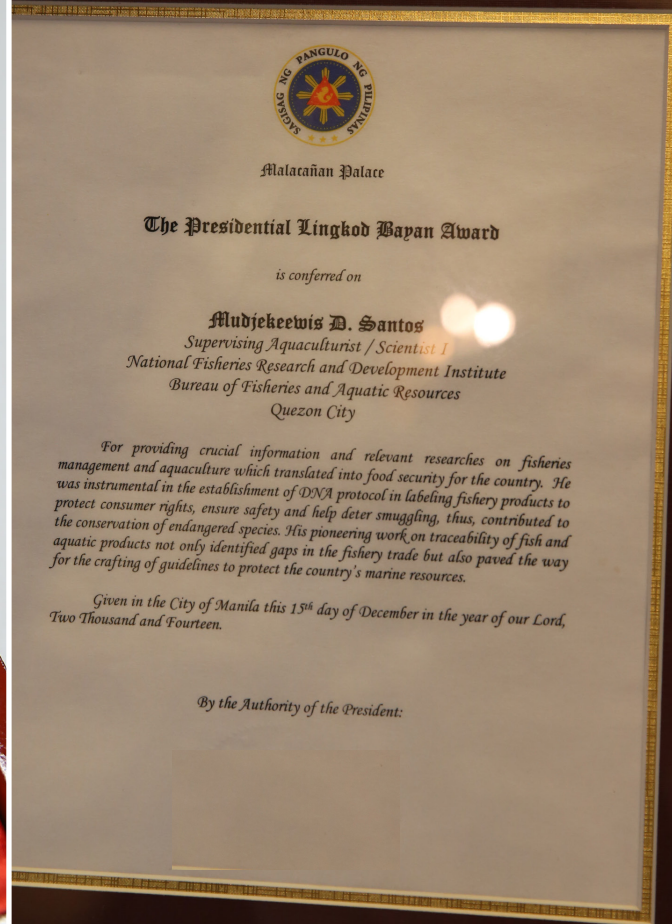
Honors conferred on Zamora include the Asia CEO Awards 2011 Global Filipino Executive of the Year, the 'Go Negosyo' Woman STARpreneur Award 2012, and the 100 Most Influential Filipino Women in the World Award (Founders & Pioneers Category) 2013.

Zamora attended the College of the Holy Spirit, University of the Philippines, and the Wharton School of the University of Pennsylvania. Zamora is a widow with two children, Ian and Tina. Nothing makes her happier than to spend time with her grandson, Ayrton.

2018
Presidential Lingkod Bayan
AWARDEES

2018 PRESIDENTIAL

Lingkod Bayan Award



On June 19, 1959, the Employee Suggestions and Incentives Awards System (ESIAS) came into existence under Section 27 of Republic Act No. 2260 (An Act to Amend and Revise the Laws Relative to Philippine Civil Service). ESIAS grants awards to public servants for their suggestions, inventions, and extraordinary feats that result in economy and efficiency of government operation. It also grants awards to government employees who perform extraordinary acts or services beyond public expectations. Awards under RA 2260 were known as Presidential Award, Distinguished Honor Award, Superior Award, and the Meritorious Honor Award. RA 2260 granted a total of 129 honor awards covering the period of 1966 until 1975.

On October 6, 1975, the Civil Service Commission (CSC) was reorganized by virtue of Presidential Decree 807 or the Civil Service Decree, which established, among others, a new set of rules, regulations, and guidelines on ESIAS. The new law modified the types of honor awards as follows: Presidential or *Lingkod Bayan* and *Silangan* Awards, the Civil Service Commission *Pagasa* Award, and the Agency or *Kapwa* Award.

On August 18, 1988, President Corazon C. Aquino issued Executive Order No. 334 to institute the Presidential Awards for Outstanding Public Service. Based on the Omnibus Civil Service Rules and Regulations Implementing Book V of Executive Order 292, the types of honor awards are the Presidential *Lingkod Bayan* Award and the Civil Service Commission *Pagasa* Award.

In 1992, President Aquino issued Executive Order 508 revoking EO 334. EO 508 instituted the *Lingkod Bayan* Award as the Presidential Award for Outstanding Public Service. Among others, EO 508 increased the incentives and awards to deserving government officials and employees.

President Fidel V. Ramos amended EO 508 in 1993 with Executive Order No. 77, which clarified the legal basis of the conferment of the *Lingkod Bayan* Award.

The Presidential *Lingkod Bayan* awardee receives a gold-gilded medallion, Presidential plaque with citation, cash reward of Php200,000, and promotion to the next higher position or grant of equivalent salary increase.

“I dream of an inclusive Philippine government that would respond to the basic needs of the Filipino people.”

SAILILA E. ABDULA

Director I
Philippine Rice Research Institute
Department of Agriculture
Science City of Muñoz, Nueva Ecija

HR and R&D Excellence

THE PHILIPPINE RICE Research Institute or PhilRice is committed to help Filipino rice farmers and contribute to global rice science and research to ensure good production. However, due to fast turnover of leadership, the Institute suffered setbacks from unstable management and weak forecasting. When Sailila Abdula rose to management position, he pursued a comprehensive strategic plan that served as a compass for reaching PhilRice’s goals. He is credited for being the only leader to have crafted and implemented a Strategic Plan, which enabled the organization to streamline their activities and set a clear path toward its vision of a rice-secure Philippines.

His combination of skills in human resource management and science research prepared him for tackling organizational concerns such as excessive contractualization and ensuring stability and security among employees, while simultaneously pursuing various research and development projects to benefit farmers and other rice stakeholders.

Being a farmer’s son opened up Abdula early to the realities and difficulties in the field of agriculture. “Growing up, I rarely see my father receiving support from the government,” he shared. “That has been my driving force to

pursue agriculture and dream of helping our farmers become productive and their lands profitable.”

He credits the saying “Public office is a public trust” as his source of moral strength when he entered government service in 1996. “As a researcher and a breeder, I cannot afford to commit mistakes,”

he said. “I have realized and internalized the value of accountability long before I decided to join the PhilRice management. As researchers, we are accountable for the data and information we generate. As breeders, we are responsible for the rice lines and varieties we develop. And as public servants, we are liable to the people. For 22 years, this principle has helped me become steadfast and to excel in the performance of my duties.” •





“While insurgency still exists, I still believe that it is just a matter of time that we will achieve this dream of a peaceful and progressive Philippines.”

LT COL RICKY P BUNAYOG

Assistant Chief of Staff for Operations, G3, GID, PA
6th Infantry Division, Philippine Army
Armed Forces of the Philippines
Camp Siongco, Awang,
Datu Odin Sinsuat, Maguindanao

Central Mindanao’s Warrior-Peacemaker

A WARRIOR MAY fight in battle, but a peacemaker may end the fight.

Peace and security remains to be a concern in Southern Philippines. In the thick of peace and development efforts is Lt Col Ricky P Bunayog, whose leadership in military operations earned him the reputation of being “Central Mindanao’s Warrior-Peacemaker”.

As a soldier, he has led highly sensitive military offensives credited to have disrupted and neutralized operations of the Bangsamoro Islamic Freedom Fighters (BIFF) as well as the advances of local and international terrorists that posed threats to communities in Luzon, Visayas, and Mindanao. Operation “First Strike” in Maguindanao areas against BIFF leaders was the first time in the history of the Philippine Army that military forces from different units and bases were strategically joined together to form special combat units specifically for the mission. As an experienced officer in intelligence and tactical operations, he also became the lead writer and researcher of the Warfighting Handbook, which was adopted by the Philippine Army as a reference for rebuilding skill and confidence in battle.

His successful planning and implementation of military operations may have earned him the mark of a warrior, but it is his peacemaking efforts that would create a lasting legacy. Aside from carrying out conflict resolutions for clan wars, he is also concerned with the effects of conflict to communities in far-flung and war-torn areas. “I am also aware of

the need to educate the youth in the countryside. Having been assigned to such areas when I was a young lieutenant, I know that our young boys are prone to terrorist recruitment if they remain uneducated. With that, I gave instructions to my troops to ensure that elementary and high school classes should be uninterrupted and sustained,” he shared. Through his partnership with concerned local government units, projects to repair facilities and construct a school building became successful.

Lt Col Bunayog is also passionate about his work as a soldier. “Soldiery is a job that requires no less than your life as your capital. However, we are one of those sectors of our government that is often misconstrued for being agents of violence. Despite the image, I came to love and embrace the work, and the challenges that come with it.” •



“I dream for my country to be more recognized in the arena of scientific researches and innovations.”

GERRY A. CAMER

University Professor
University of Eastern Philippines
Cataraman, Northern Samar

Responsive Research for Public Health

A UNIVERSITY PROFESSOR and multi-awarded researcher, Dr. Camer is a science expert who has 118 internationally and locally published research articles under his name. Recently, he served as guest professor and researcher at the Rakuno Gakuen University in Japan for a project on Algorithmic Primer Design for the Next Global Pandemics and the production of artificial DNAs of notifiable dengue fever and other flaviviruses. He suggested the production of synthetic DNAs on dengue and Zika to meet the need of developing anti-dengue immunologicals that will be safe and effective for the Philippines during epidemics. He then mainly authored the efficient production of synthetic DNAs of dengue and other flaviviruses with the goal of providing a template for DNA production, and with a future plan of expanding the program into the production of DNA-based vaccine. Unlike live-attenuated vaccine, the use of DNA-based vaccine is now gaining ground in not producing adverse reaction following clinical trials done in lab animals and in humans.

This research benefited the health and academic communities in exploring and pursuing better approaches to vaccination, especially in light of the recent Dengvaxia controversy. Aside from this research, Dr. Camer has also been active in other public health related advocacies and research projects on *Helicobacter* infections

which causes gastritis, on the impact of rabies immunization drives in Northern Samar, and on ecological and climatic adversities as well.

Despite his success, Dr. Camer remains a passionate *makabayan*. “My exposures to various cultures and practices abroad made me become even more convinced that I need to remain and work in my home country,” he said. “I may be called an idealist, but what I notice in most of our co-workers in the government are the seeming inadequacies of valuing the essence of patriotism and appreciation of the unique life and system here in the Philippines.” Asked what he would advise younger researchers and public servants, he said, “Allow no room for complacency, understand that every situation and environ is unique, focus on your goals, and endeavor to learn more.” •



Dr. BRIGIDA A. CLARO (Posthumous)
 Medical Specialist IV
 Baguio General Hospital and Medical Center
 Baguio City

Leaving a Legacy

IT MAY BE said that Dr. Claro's reputation and achievements reached far beyond the Baguio General Hospital and Medical Center (BGHMC) where she honed and dedicated her career.

As the first and only trained toxicologist in Northern Luzon, she is credited for having "given birth" to the Poison Control Unit (PCU) of the BGHMC, actively pursuing its establishment under their Poison Prevention Program. This became the only poison control facility for poison-related cases in Northern Luzon. The facility also opened employment opportunities and developmental interventions for clinical toxicology staff, and became the training ground that produced more physician-toxicologists, toxicology nurses, and toxicology analysts.

Interviews from her colleagues revealed that Dr. Claro envisioned BGHMC to become a multi-specialty center and regional hub for health. Having a subspecialty in cardiology, she actively participated in the planning stage of the BGHMC Heart, Lung, and Kidney Center. Dr. Claro also enthusiastically worked together with the technical working committee in benchmarking activities with other top specialty hospitals in the country. On April 27, 2017, Dr. Claro joined a team of fifteen (15) medical staff for benchmarking activities at Southern Philippines Medical Center and Davao Regional Medical

Hospital (DRMC). The team was on their way to DRMC when they figured in a vehicular accident that took the life of Dr. Claro, the only casualty in the mishap.

Even after her untimely demise, Dr. Claro's legacy is still felt in the achievements of the BGHMC. Because of her previous efforts, the PCU was able to sustain its operations. Her colleagues remain motivated by her good example and motivation, which contributed a lot to the advancement of their own careers. Even her churchmates remember how she actively offered her personal time to contribute to medical missions and evangelization efforts in their area. Truly a *lingkod bayani*, Dr. Claro continues to live in the hearts and minds of people she has inspired. •



“Ang lingkod bayani ay ang mga tapat na mamamayang Pilipino na may malasakit na nagtratabaho at namumuhay para sa bayan.”

MICHAEL A. GRAGASIN

Supervising Science Research Specialist
Philippine Center for Postharvest Development and Mechanization (PhilMech)
Science City of Muñoz, Nueva Ecija

Going the Extra Mill

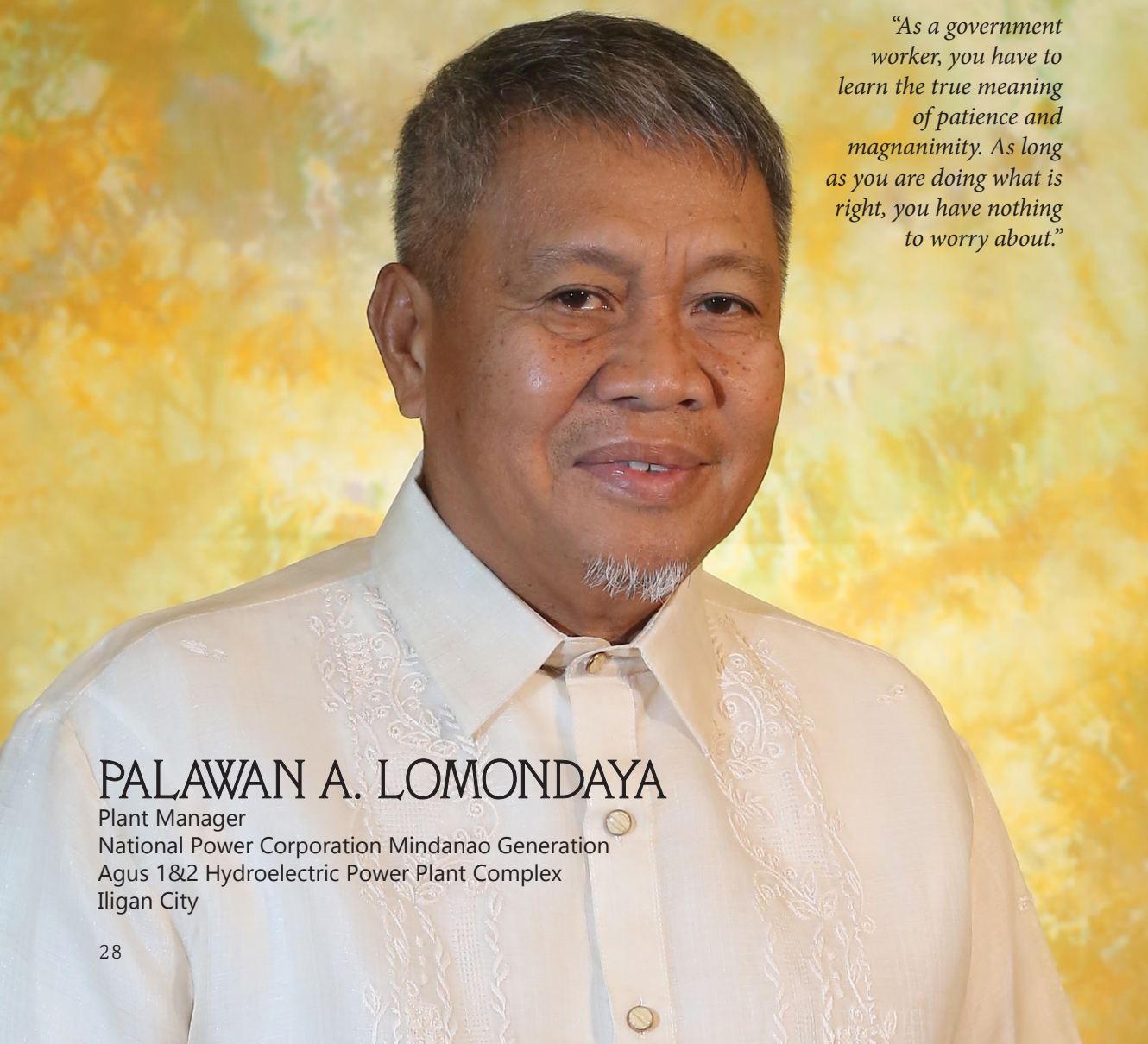
MICHAEL GRAGASIN'S INGENUITY, expertise, and resourcefulness as a science research specialist fueled his desire to serve his clientele. He designed and spearheaded the development of the Compact Corn Mill and the Impeller Rice Mill for white and brown rice, in line with the PhilMech's Agricultural Roadmap toward attaining self-sufficiency of Filipinos. Compared with conventional mills, Gragasin's modern design enabled faster shift of milling from white rice to brown rice (and vice versa), higher product yield with lesser broken grains and wastage, cheaper cost of milling, and increased user-friendliness for farmers. Having passed the Philippine Agricultural Engineering Standard, the mills are in demand and have created job opportunities for operators.

Gragasin considers his inventions as the solution to the countryside farmer's milling woes, especially since they are designed and developed based on the local farming conditions in the rice and corn rural communities. "Majority of our farmers do not even taste their own harvest due to the absence of appropriate milling machines in their *barrio*," he explained. "Milling machines such as rice mill or corn mill is needed in converting palay and corn into ready-to-cook product such as milled rice or corn grits." Since rice and corn are the staple food of the Filipinos, Gragasin's invention became significant

in addressing the total rice mill and corn mill deficit in the country of around 28,000 units. His mills are now being used in several *barangays* across the country.

Gragasin works with a "give back" mindset. "After finishing my doctorate program, I promised myself to continue working as a public servant in the Philippines despite the many offers or opportunities of working abroad that time," he revealed. He also believes in work-life balance. "I believe that there is no conflict between being a good public servant, being a father or husband in the family, and being actively involved in the different ministries of the church," he said. "I believe that we are all God's steward and as such, we can honor God by serving our country, our family, and our fellowmen well." •





“As a government worker, you have to learn the true meaning of patience and magnanimity. As long as you are doing what is right, you have nothing to worry about.”

PALAWAN A. LOMONDAYA

Plant Manager
National Power Corporation Mindanao Generation
Agus 1&2 Hydroelectric Power Plant Complex
Iligan City

Duty Over Danger

THE NATURAL REACTION of any person is to run away from danger. But Plant Manager Lomondaya chose to stay put and face the danger head on.

During the five month-long Marawi Siege, Lomondaya boosted the morale of the operators, maintenance personnel, and plant workers of his organization to continue operating the Agus 1 Hydroelectric Plant Complex despite threats to their lives. This prevented the loss of Php3.7 million and massive blackout in Mindanao in the event of a shutdown. “This was by far the most challenging task that came along my career path,” he said. “Not only were the lives of employees put at stake, but also our core mandate of providing power to the people of Mindanao and cash streams to the government through the generation of power.”

Lomondaya is also credited for making the Agus 1 a state-of-the-art power plant in Lanao. His strict adherence to safety measures and occupational health requirements made Agus 1 and 2 Plant a Hall of Famer in Corporate Safety and Health Excellence. During the siege, plant operators in Agus 1 were constantly subjected to bombardment and sniping by the Maute/ISIS group, but they stood their ground

gallantly until they were relieved, and even returned after few days of reprieve. A handful of projectiles directly hit Agus 1 Power House and other power cables, causing shutdowns. The entrance gate was lobbed with grenade twice, but the guards were not scared and held their line.

As a leader, it was a difficult decision for Lomondaya to do his duty in the face of danger and convince his colleagues to do the same. “It was the right blending of persuasion and threat of disciplinary action that kept the employees coming back and forth to the plant to render service until the siege was over,” he said. “Working in government is a mission. Whatever I started, I see to it that it is finished at a reasonable time.” •



“A public servant hero is a visionary who can lead and inspire people to act for the good of the country.”

NORVIE L. MANIGBAS

Chief Science Research Specialist (Scientist I)
Philippine Rice Research Institute
Science City of Muñoz, Nueva Ecija

Relieving Rice Stress

WE ALWAYS THINK of ways to relieve our stress, but who thinks about relieving stress for rice?

Norvie Manigbas' unique achievement as a scientist and researcher is the development of new rice breeding materials and varieties for seeding and transplanted systems that can adapt to abiotic and biotic stress under irrigated and rain-fed conditions. Yes, rice deals with stress, too.

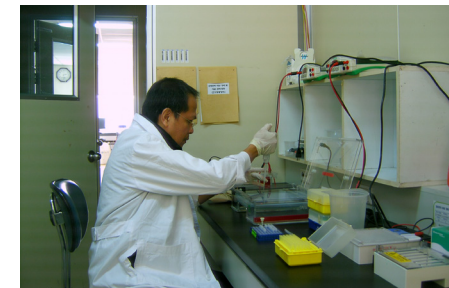
“We need these new materials to address climate change scenarios that are needed by farmers to increase and sustain rice production,” Manigbas explained. This motivation led him to develop the country's first series of heat-tolerant rice varieties.

By introducing rice varieties that have good eating quality, high harvest potential, and short period of maturity, his pioneering work has the potential to alleviate the economic condition of farmers. His collaboration with international agriculture organizations resulted in the acquisition/donation of new instruments, equipment, and machines to PhilRice and to farmers' associations in Nueva Ecija, Bohol, and Iloilo.

“My motivation is my research as a rice breeder,” he shared. “Developing new rice varieties is a challenging job and a very good opportunity

to help farmers increase their yield and income. I want to help farmers by sharing the technologies that I learned and developed.” Manigbas sees the work he is doing now as a reflection of his childhood aspirations. “I see myself when I was young helping my father in the farm so that we can provide my family's daily needs and our education,” he reminisced.

When he is not driving away stress for rice, he is de-stressing in other ways such as finding time to be with his wife, attending Couples for Christ activities and delivering talks during its Christian Life Programs, and supporting his 80-year-old mother. He is also the conductor of PhilRice's *PalayMusika* Choral Ensemble. A multi-talented public servant and exceptional researcher, Manigbas is truly exemplary. •



“Work hard.
Do your best to
work diligently and
honestly.”

MARCELINO E. ODON

Engineer III
Technical Services, Nueva Vizcaya Provincial Office
National Food Authority
Bayombong, Nueva Vizcaya

Innovative Inventor

NECESSITY IS INDEED the mother of invention. Engineer Odon banked on this as motivation and championed innovation at the National Food Authority-Nueva Vizcaya. Among his inventions is the Mechanical Flash Dryer (MFD) with Paddy Cleaner made out of junked materials. This became the better alternative of the agency's existing Recirculating Biomass Dryers (RBD). The RBD is less effective and efficient for *palay* with high moisture content. The combined operations of MFD and RBD resulted in a significant increase of 14% in drying capacity of RBD. This 14% increase in drying capacity has an equivalent of Php78.00 savings per drying batch of RBD and an increase of 6% in the utilization rate.

Aside from this, Engineer Odon simplified the process flow of the 3TPH Satake Rice Mill, conducted the conversion of the Agricom Recirculating Dryer, and fixed worn-out parts and electrical connections of rice mills to save operating costs. This increased efficiency and productivity, and helped farmers and cooperatives increase their income toward assuring Filipinos of good quality rice from the region all year round. His contributions secured harvests for *palay* farmers even during rainy season, and good quality of rice produce.

When he is not solving such mechanical problems, Engineer Odon is recycling and saving the environment. From 2013 to 2017, he saved and accumulated rice hulls (biomass fuel) from the waste of rice mill for future use as fuel of biomass furnace of Recirculating Dryers. He also spearheads tree planting activities within NFA's Plant Facility. Asked why he continues to deliver his best, he said, “A servant hero should be humble, willing to sacrifice and ready to work regardless of his position and salary. He must be output-oriented and smart to discover the needs of the Filipino people. He is here to serve rather than to be served.” •



*“I serve with dedication
and commitment,
inspired by God’s grace
and mercy.”*

HONORIO M. SORIANO JR.

State University President III
Pampanga State Agricultural University (PSAU)
Magalang, Pampanga

Exemplifying Excellence

WHEN ONE EXPECTS excellence, he must exemplify it first.

Pampanga State Agricultural University (PSAU) President Honorio Soriano excels in his field and inspires excellence from others too. His pursuit of excellence steered PSAU into one of the leading teaching, research extension, and agro-ecological higher education institutions in the country. Under his leadership, the PSAU was recognized as the first state college in the Philippines granted university status based on pure merit. Its transformation to a university was the result of a 40-year struggle, and coincidentally, Soriano also marked his 40 years in public service.

A multi-awarded professor, he is passionate in advising and mentoring both professors and students to come up with initiatives that are strategically aligned to the needs of stakeholders. He also introduced programs, reforms, and innovations in the university curriculum such as the Agricultural Application Sessions and yearly comprehensive examinations, paving the way for three of the university’s programs to become Centers of Development. Such programs of PSAU were credited for the improved income of farmers in the area, preservation of the environment,

and generation of employment opportunities.

As if he is not carrying enough responsibilities on his shoulders, Soriano still gives his remaining time to volunteer work. He says that his faith in God is central in the quality of work that he has exemplified throughout his career. “I serve with dedication and commitment inspired by God’s grace and mercy, and this is how I was able to achieve my goals,” he shared. Soriano also does not back down on challenges. “To be in the public service, you will encounter several challenges. As they say, you can’t please everybody. Instead of giving up, I turned these challenges as an inspiration for me to work and serve more for the benefit of the whole PSAU community and the province of Pampanga and for the glory of God,” he said. •



“Our dream is a progressive Philippines where its people live comfortably in harmony with nature.”



VSU FORESTAL ADVOCATES

Visayas State University
Baybay City, Leyte

(Dennis P. Peque [team leader], Marlito M. Bande, Henry Y. Goltiano, Elvira B. Gorre, Rotacio S. Gravoso, Eduardo O. Mangaang, Arturo E. Pasa, and Jimmy O. Pogosa)

Long Time Coming

WAITING FOR TREES to bear fruit may be a long process that requires much patience, but it is not in vain.

When the VSU Forestal Advocates started their legwork for reforestation in the early 1990s, they did not expect fast results. It would take a strong vision and an equally strong commitment to remain steadfast in their advocacy. With the main objective of rehabilitating forests and mangroves along coastal areas in Visayas, the group had their work cut out for them in the coming years. Initiatives were borne from collaborations with local and foreign groups to get projects going.

The group employed reforestation as an approach to reforestation and watershed restoration. This technique allowed only indigenous and endemic tree species to be planted in forest and mangrove areas to conserve and protect local biodiversity and restore the forest ecosystem. Because of its success in different provinces such as Bohol, Cebu, and Biliran, no less than Prince Charles of Wales commended the group's strategy in rebuilding ecological integrity and generating livelihood for communities.

The initiative brought back not just the forest, but the richness of the soil damaged by kaingin practices. Through nutrient cycling, farmers were able to use lands for income-generating crops such as cacao, pomelo, langka, mahogany,

bamboo, among others. The group has sustained the technology transfer through the production of instructional materials in propagating quality seedlings in Regions VI, VII, and VIII.

Team leader Dennis Peque attributes the project's success to the work dynamic of the group. "Our team works within the principle of participation, selflessness, cooperation, and complementation. We enjoy what we are doing and we always value individual contribution, big or small," he explained. "As a team, we do our work by heart, with a clear intent to serve our country, and the deserving poor and highly vulnerable communities."

The 26-hectare pilot reforestation project in Caibiran, Biliran now serves as a testament to the group's long, hard work. Truly, their wait was not in vain. •



2018 CIVIL SERVICE COMMISSION

Pagasa Award

The Civil Service Commission *Pagasa Award* is given pursuant to Executive Order No. 292 and its Implementing Rules and Regulations, which recognizes superior work performance of public officials and employees, individual or group, for outstanding contributions resulting from an idea or performance that directly benefit more than one department of the government, but not as extensive to merit the Presidential *Lingkod Bayan*.

Incentives include a gold-gilded medallion, a plaque containing the citation and signature of the Chairperson of the Civil Service Commission, and Php150,000 cash reward.

2018 *Civil Service Commission* PAGASA AWARDEES



“Ang prinsipyo ko sa trabaho ay ang pagkakaroon ng dedikasyon sa aking gawain at pagiging produktibo sa lahat ng oras.”

ARNULFO B. AGLUBA

Head Carpenter
Metropolitan Waterworks and Sewerage System-Corporate Office
Quezon City

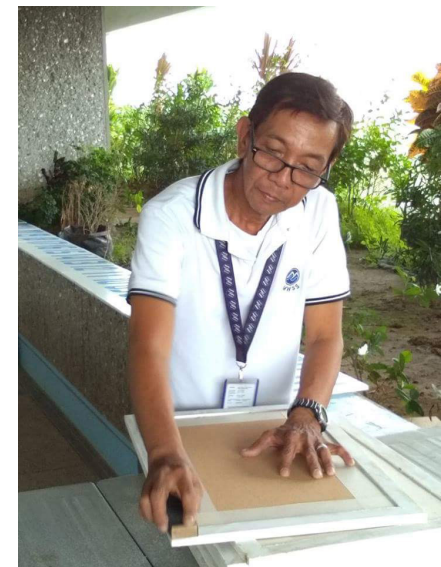
‘Wood’working for Success

PASSION, HARD WORK, and dedication are key to success in life. These characteristics are very much evident in Arnulfo Agluba, Head Carpenter of the Metropolitan Waterworks and Sewerage System (MWSS). While his post says that he is Head Carpenter, he is the only one doing all the carpentry work in the entire agency for the past 15 years.

He started working in MWSS in 1987 as a *tabon-hukay* worker and from then, assumed varied functions - water maintenance man, gas attendant, plant helper. He became senior carpenter in February 2004. Through perseverance and love for his craft, he was named the head carpenter a month later, March 2004.

With an impeccable woodworking skill, he was able to fabricate 20 working desks, 64 steel shelves/cabinets, 42 wooden filing and hanging cabinets, renovate the guest house, and work on the Bulwagan stage, which saved the MWSS a total of Php1.925 million over the past three years. He did all of these by salvaging and recycling old wood/lumber and other materials, and turning them into serviceable furniture. While this required more work as Agluba had to “clean” the wood and make it ready for woodcraft, he did not mind as long as he was able to help the agency cut expenses from purchasing new supplies/wood or new furniture.

Mang Bong, as what he is called by colleagues, is a quiet but dependable coworker. He is proactive in checking carpentry work needed in the agency. He attends to the requests of all the departments in a swift manner, providing high quality customized fixtures. Through his work, he was able to contribute to the overall productivity of the agency.



“Ang isang servant-hero ay taong handang gawin ang lahat para lamang makapaglingkod sa lipunan. Siya rin ay taong may kakayahan na magsakripisyo para sa ikabubuti ng bayan,” Mang Bong stressed, principles which he has lived by and which he hopes would guide others as well. •

“I never stopped influencing and teaching people and helping them to make a difference in their lives by utilizing my time wisely and giving my entire attention to my work.”

ANNABELLE A. ALIPO-ON

Principal II
Payao Elementary School
Department of Education-Division of Negros Occidental
Binalbagan, Negros Occidental

The Principal's Principle

LET US NOT become weary in doing good, for at the proper time we will reap a harvest if we do not give up” (Galatians 6:9). This bible verse has been the guiding principle of Annabelle A. Alipo-on, Principal II of Payao Elementary School in Binalbagan, Negros Occidental. She believes that whatever good one can do to help others, one must do it now without any hesitation for this is the only thing that one will be remembered for, one’s legacy.

One example of Principal Alipo-on’s legacy was that of transforming Paloytoy Elementary School into the first integrated school in the Department of Education (DepEd) Division of Negros Occidental in 2012. The change was not done instantaneously as she sought support from all stakeholders including pupils, teachers, parents, and the community. She also lobbied with the *Sangguniang Barangay* of Brgy. Buenavista and *Sangguniang Panlungsod* of Himamaylan to promulgate resolutions supporting the conversion. With a six-month processing period, DepEd approved the conversion.

With the establishment of the high school department, more graduates of Paloytoy Elementary School were able to continue their studies instead of dropping out of school and being forced to work as laborers in nearby sugar cane plantations, engage in farming activities,

serve as household workers, or marry at a very young age. The school witnessed continuous increase of enrolment over the next three years.

To address nutrition needs, Principal Alipo-on enhanced the *Gulayan sa Paaralan* program of the school and converted a 20-year old garbage dumpsite into an organic garden. Tapping teachers, students, and parents, she also introduced several innovative projects that benefited both students and the community of Payao. With the yield from the organic garden, free nutritious lunch was served to slow or non-readers. The project not only provided healthy meals but also introduced and taught the community alternative livelihood initiatives through the “*Gulay Itusok sa Bawat Sulok*” and the “*RiSe and ReSt*” projects. •



“We need to make government services available online to farmers and the farming community in remote areas of the country. My work is dedicated to these aspirations.”

ROGER F. BARROGA

Information Technology Officer III
Philippine Rice Research Institute
Science City of Muñoz, Nueva Ecija

Future-Proofing Rice Farming

THE COUNTRY IS currently experiencing challenges in rice farming such as the decreasing number of farmers, climate change, and rising fuel costs. While many provide short-term solutions, one person focused on long-term strategies.

Roger F. Barroga, Information Technology Officer III, gave life to the FutureRice Farm where “future farming” techniques are being tested and implemented to address forthcoming scenarios in the rice sector. The future farming strategy involves the integrated use of machinery, clean and renewable energy, and information and communications technologies (ICT) to automate farming, leading to increased efficiency and reduction of costs. The program’s goal is to help farmers lessen expenses, fasttrack processes, recycle available energy, and increase harvest yield. The farm was initially funded by the Arab Gulf Programme for Development (AGFUND) and is now supported by various government agencies.

To raise awareness and appreciation for rice farming among the youth and other stakeholders, he turned the site into an agritourism destination, providing the public not only the opportunity to experience actual farming but to engage in other activities as well. One attraction is the Rice Paddy Art, which helped disseminate and promote innovations created at the farm on a nationwide scale. Other educational activities include the Rice Straw Festival where communities and students

compete in making a rice straw art sculpture, supporting the campaign against burning of rice straws.

The farm also served as a rice boot camp and learning site for farmer leaders, extension workers, students, and the farming community, wherein they are provided with several plots for their actual rice production.

When asked about his aspirations for the future of rice farming, he pointed out that “we need to make government services available online to farmers and the farming community in remote areas of the country. These include access to affordable internet services, ICT infrastructure, and online content particularly in agriculture, market and value chain integration, and community of practice. Farm automation and farm tourism are also important areas.” •



“Performing your job with honor and truthfulness are the basic tenets to serve your people well.”

Dr. MARIE CHARYLL H. JAMOLO
Jail Senior Inspector
Health Service Unit
Bureau of Jail Management and Penology – Regional Office VI
Fort San Pedro, Iloilo City

Health Champion of Persons Deprived of Liberty

“A SERVANT HERO is a selfless and dedicated public servant who delivers best quality services to all individuals from all walks of life.” These words come from a person who has unselfishly offered her expertise to all kinds of people including persons deprived of liberty (PDL).” She is Dr. Marie Charyll H. Jamolo, Senior Jail Inspector and Chief of Health Service Unit of the Bureau of Jail Management and Penology–Regional Office VI (BJMP RO VI).

Being a medical professional, she conceptualized and implemented the ACHIEVERS program, a holistic lifestyle and wellness program for all 35 jails in Region VI. Her project has resulted in the improved health and well-being of all PDL or inmates, as well as all BJMP workforce.

She provided medical consultations to inmates, spearheaded medical/dental missions and bloodletting, and conducted HIV testing and counselling. She also served as a resource speaker, healthcare provider, and a motivational leader for the various initiatives of the program. Using her linkages in the Department of Health, she was able to give inmates access to Directly Observed Treatment, Short Course (DOTS), a treatment strategy for tuberculosis.

She implemented the Specialized Psychological and Emotional Components Session (SPECS), a 12-session program assisting inmates involved

in drug-related cases and those with special emotional needs with restoring their normal social functioning and well-being.

As a DOH-trained/accredited smoke cessation counselor, she turned all 35 jails into a 100% smoke-free zones, conducting lectures and seminars on anti-smoking. With this, BJMP RO VI was conferred the Red Orchid Award twice by the DOH for implementing a 100% tobacco-free environment using the World Health Organization initiatives.

“The trust bestowed on me as a public servant, coupled with God’s guidance and my family’s support, will always be my driving force to serve the Filipino people with utmost responsibility, integrity, loyalty, and efficiency for the betterment of the quality of their lives,” Dr. Jamolo said. •



“If there is a negative perception or criticism, I consider it as a challenge to make room for improvement.”



RODELIO B. JOCSON
Police Chief Superintendent
Philippine National Police
Camp BGen Rafael Crame,
Quezon City

To Serve and to Protect

ONE POLICE OFFICER is quietly making positive contributions to his agency and to the nation. He is Rodelio B. Jocson, Police Chief Superintendent of the Philippine National Police (PNP). Despite work pressure, he proudly declares, “I opted to be in the public service for one reason: I am happy with what I am doing—to serve and protect the community,” he said.

As the Director of the PNP Maritime Group, he initiated the capability development in underwater crime scene investigation, imparting knowledge and skills in underwater search techniques, evidence scene processing, evidence recovery, and documentations. He also moved for the enhancement of maritime law enforcement operations resulting in a higher number of apprehensions for illegal fishing and violations of environmental laws. He organized Women in Maritime (WIMA PNP Chapter) to empower women in the maritime sector and promote active participation in the maritime safety, security, environmental protection, and prevention and control of HIV/AIDS and similar diseases.

Prior to his current designation, Jocson was the Director of Information Technology Management Service of the PNP, where he spearheaded the implementation of the queuing system

essential to the operationalization of the PNP One-Stop-Shop and the design of the National Police Clearance and other related licenses.

When he was assigned in Maguindanao as Deputy Regional Director for Operations of PRO ARMM and Commander of Regional Special Operations Task Group, he ensured the safe conduct of election in 2016 in the said province. He enforced sustainable policing system, intensified focus operations, and led excellent general police services, leading to the confiscation of 66 firearms, arrest of most wanted persons, and neutralization of four (4) criminal gangs. He also advocated and conducted social mobilization activities in support of the Bangsamoro Peace Process. •



“I invested in empowering municipal employees and ensuring they are satisfied with their jobs. In return, they helped me empower the people of Prosperidad.”

ALBIN D. MAGDAMIT

Municipal Mayor
Municipal Government of Prosperidad
Agusan del Sur

Prosperity Through Public Service

FOR THE MUNICIPALITY of Prosperidad in Agusan del Sur, the name suits well.

Mayor Albin D. Magdamit, who has served as local chief executive since 2010, has seen how the municipality has progressed into being a first class municipality through the years. His political will and strong determination, coupled with the hard work and dedication of his employees, were instrumental in transforming the image of Prosperidad.

Strengthening the agricultural sector was among his major accomplishments. Free distribution of seeds benefited 143 farmers covering 312 hectares of rice land. It doubled their productivity and income from Php30,000 to Php100,000 gross income per hectare. Because of this, Prosperidad was named as one of the top rice producing municipalities by the Department of Agriculture (DA).

The Good Agricultural Practice (GAP) for corn production program, the only one in Caraga, involved the distribution of free hybrid corn seeds, inputs, and post-harvest facilities. It increased corn production by 50-70% in the 12 hectares of land covered by the program. The GAP corn production program received the Corn Achievers Award twice from the DA because of its uniqueness and impact to beneficiaries.

Under his helm, social services were also given a boost with the construction of a new integrated bus terminal, public market, evacuation center, and birthing clinic. Known as a “working mayor”, he is frequently seen going around the locality to personally monitor the status of programs and ensure peace, order, and cleanliness.



Despite the many challenges of local governance, he carries on, driven by the desire to improve the lives of less privileged constituents. *“Ang kapakanan ng taumbayan ang tanging nagpapatatag sa akin. Ang maiangat ang antas ng kabuhayan ng mga mahihirap ang patuloy na nag-uudyok sa akin na magsilbi sa pamahalaan,”* he said. [The welfare of my constituents gives me strength. What keeps me in government service is the desire to improve the state of the poor.] •

“Higit sa anumang hiras at batikos, ang nagganyak sa aking manatili sa serbisyo publiko ay ang kagustuhang maging “catalyst” ng pagbabago.”

RHEA JANE P. MALLARI

Community Development Officer IV
Subic Bay Metropolitan Authority
Subic Freeport Zone
Olongapo City, Zambales

SBMA's Environmental Champion

AS SENIOR FOREST Management Specialist, Rhea Jane P. Mallari is tasked to develop and implement coastal, mangrove, marine and wildlife biodiversity monitoring plans and programs.

Previously, there was no regular monitoring of mangroves in the vicinity of Subic Bay Metropolitan Authority (SBMA). When she was assigned to monitor the coastal ecosystem, she requested that 10 Aetas be hired to join the team as Biodiversity Monitoring Assistants. She trained the team on the scientific names of mangrove species, propagation of mangroves, problem solving, and public speaking. She brought them to training centers in Pangasinan and Quezon.

The team was also able to manage the problem of Aetas putting up shanties in the mangrove areas. Having Aetas as part of the team, communication with the tribal council and resolution of resistance became less difficult.

Aside from these, Rhea Jane paved the way for the creation of the inter-departmental SBMA Biodiversity Monitoring Team that strengthened the enforcement of environmental laws. She also led the establishment of the Mangrove Nursery and Information Center, which conducts mangrove immersion activities for students, workers, and the community to increase public awareness and engagement on mangrove conservation.

Rhea Jane believes in the importance of collaboration in the difficult task of championing biodiversity management and conservation.

“Nagawa ko ang mga ito dahil may mga taong naniwala sa akin, dahil ang mga Ayta, mga pulis dagat, mga estudyante, mga negosyante, mga sayantipiko at mga ordinaryong tao ay nakiisa sa adbokasiya, pananalisik, at pangangalaga ng likas yaman,” she said. [These programs were possible because people believed in me, because there are Aetas, police, students, entrepreneurs, scientists, and ordinary citizens who joined in the advocacy, research, and preservation of natural resources.]

Rhea Jane has proven that while it takes an entire community to protect and preserve the environment, sometimes, it takes just one person to start a ripple of change. •





“Midwifery is not only a profession but a call of God to save the mother and child.”

BHEN ZAR M. SAM

Midwife I
Municipal Health Office
Municipal Government of Maco
Compostela Valley

Saving the Mother and Child

AS A MIDWIFE, providing care and support to women, babies, and their families is difficult enough. But being responsible for a lot of communities, to the extent of going to risky areas to deliver and monitor health programs, can make one think twice about pursuing this career.

But Bhen Zar M. Sam has always been up to the challenge. He actively and sustainably implemented the Department of Health’s Egg Program, which not only educated residents on the health benefits of eating one egg daily, but also addressed malnourishment among children. Despite the risks, he would go to remote and rebel-infested barangays to deliver and monitor health programs. Through his efforts, the Municipality of Maco has received the Nutrition Center of the Philippines’ Green Banner Award since 2016 for recording the least number of malnourished children.

Moreover, Bhen Zar served as the lead implementer of the Hemoglobin Determination Program for malnourished pre-school and school children. Children with failed results on the test are supplied with multivitamins and iron for four months. Afterwards, the target beneficiaries are checked and evaluated for improvements. As a result of the program,

the municipality has recorded a decrease in the number of underweight and severely wasted children.

“For me, being a midwife is not simply a profession but a calling from God because life is a blessing. I believe that every life that I save gives delight to the Supreme Creator,” he said.

Despite the many challenges of public service, he only hopes that more young Filipinos would opt for a career in public health. “My advice to them is, first, love and appreciate your noble duty to the Filipino people, and second, learn to intermingle with people from all walks of life because as public health professionals, you cannot choose whom to serve.” •



*“Good chemistry
is at the heart
of what makes
a team great. As
we do things, we
learn from each
other.”*

BOTANICAL DEWORMER

Capiz State University
Dumarao, Capiz

(Bede P. Ozaraga [team leader] and Ma. Sylvia I. Ozaraga)

Teamwork for Food Security

WITH THE MYRIAD of issues facing the agricultural sector, it is hard enough to attain food security in the Philippines. It gets more difficult when diseases and parasites hit the farms. Situations such as these diminish farm outputs, while farmers take home less and less profit.

The Botanical Dewormer Team from Capiz State University sought to address the problem of internal parasitism, which is considered as a major constraint in livestock production. Composed of Drs. Bede and Sylvia Ozaraga, the research team developed a product using ethnobotanicals, specifically betel nut and ipil-ipil seeds, in treating roundworms in free range native chicken. The product is as effective as commercially-available solutions but organic, non-toxic, and cheaper.

The team conducted a pilot-scale commercialization of the botanical dewormer and went around 61 municipalities in Panay Island to train farmers and promote the use of the product.

Aside from this, the team implemented an S&T Model Farm on Darag Native Chicken in Dumarao, Capiz, through which they introduced a package of technologies for free range chicken production to 165 farmers. They trained 1,342 poultry raisers from the 33 barangays of Dumarao on the importance of the package of

technologies, and distributed 33,550 doses of botanical dewormer.

The Botanical Dewormer Team has contributed significantly in improving livestock production in the region. The team owes its success to teamwork. “We are committed to a common purpose, performance goals, and approach for which we hold ourselves mutually accountable. We defined our roles and most often have an open and honest communication to reach our common goals and objectives,” said Dr. Bede.

Agriculture is a crucial yet underdeveloped sector. Thankfully, there are public servants like the Botanical Dewormer Team who are committed to meet the challenges hampering our country's food security. •



“Serving the cultural communities is a joy in itself.”



TRIBAL AND MUSLIM AFFAIRS

City Tribal and Muslim Affairs Office
City Government of Tagum
Davao del Norte

(Xylee Labastida-Palomata [team leader], Adelaida P. Andipa, Marife C. Pagdilao)

Unity in Diversity

Differences can destroy teams, but in the case of the Tribal and Muslim Affairs Team, the diversity of the members was a crucial ingredient that held them together as they worked to promote cultural preservation and empowerment in the City of Tagum.

The group capacitated traditional leaders that enabled them to actively participate in city and barangay legislation, and to gain representation in various committees and councils.

Through its efforts, 12 livelihood grants worth Php5.88 million were allocated to the indigenous and Muslim cultural communities, which included funding for the establishment of a Tribal Display Center showcasing locally-made products. Moreover, the team paved the way for the passage of 13 legislations in the City and Barangay Councils for the benefit of the cultural communities, and the inclusion of 35 Imams and 23 Datus in local governance through the passage of City Ordinance No. 767, s. 2016, which recognizes their roles as leaders in their respective Muslim communities.

The team also expanded the local government's cultural literacy programs that revitalized indigenous practices. More indigenous peoples and Muslim youth have learned to appreciate their identity and have developed a sense of pride in their origin.

“We treat the cultural communities not as beneficiaries but as partners. With this strategy, the cultural communities are more receptive of our programs and are more accountable for it because there is a sense of ownership,” said team leader Xylee Labastida-Palomata.

She said that acceptance of diversity was crucial in maintaining teamwork. “Our brand of teamwork is one that is anchored on respect not only of the culture and traditions of our cultural communities, but of our individual ethnicity. We are connected by our vision of a transformed and empowered cultural community sector in Tagum City,” she said.

The Tribal and Muslim Affairs Team of Tagum City has proven indeed that there can be unity in diversity if people are bound to a common goal. •



2018 COMMITTEE ON

Dangal ng Bayan Award

2018 COMMITTEE ON DANGAL NG BAYAN AWARD

LEOPOLDO ROBERTO W. VALDEROSA JR.

Commissioner
Civil Service Commission
Committee Co-Chairperson



Commissioner Valderosa or Com Bobby assumed office in the CSC on June 19, 2017. Prior to his appointment as Commissioner, he headed the CSC Regional Office Autonomous Region in Muslim Mindanao (ARMM) for three years as Regional Director.

He has spent all 39 years of his government career working for the CSC. In his three years at the helm of CSC ARMM, he was hands-on in the implementation of various initiatives, approaching leadership with his readiness to go first, and a sense of openness that encourages his team and the rest of CSC ARMM to behave in the same way. Because of this, CSC ARMM displayed marked improvement in its performance and has reaped rewards and recognition. It was conferred the Investors in People (IiP) Standard accreditation, the IiP Bronze Level accreditation, and the Citizen's Satisfaction Center Seal of Excellence, among others.

He was the driving force behind the structural renovation of the Regional Office, the construction of CSC Field Office-Tawi-Tawi, the hosting of Mindanao-wide Sports Festival, the accreditation of the region to Investors in People standards, its certification as one of the ISO-compliant regional offices in the Commission and the Excellent Rating in 2016 ARTA Report Card Survey.

A veteran resource speaker of CSC flagship programs and L&D interventions, the last three years saw his immense contributions in capacitating the managerial and leadership skills of thousands of supervisors and would-be supervisors in the ARMM bureaucracy. Equal attention was also given to grassroots leadership when he conceptualized a training program for local officials, with barangay transformation as an integral element.

SAMUEL R. MARTIRES

Tanodbayan
Office of the Ombudsman
Committee Co-Chairperson



The sixth Ombudsman of the Republic of the Philippines had priestly aspirations. But fate intervened and he went on to become a lawyer and, more importantly, to tread a remarkable journey in public service.

After receiving his Bachelor of Arts degree from the Manuel L. Quezon University in 1971, this son of Palapag, Northern Samar took up law at San Beda College of Law. Imbued with the school's motto of *ora et labora* (prayer and hardwork), he earned his Bachelor of Laws degree in 1975. In 1976, he passed the Bar Examinations. He then worked as Legal Officer 2 at the Department of Public Works, Transportation and Communication until 1979. From 1979 to 1984, he served as Assistant Department Manager at Ministry of Human Settlements.

In July 2000, he was appointed as the Presiding Judge of Agoo (La Union) Regional Trial Court, Branch 32 of Agoo, La Union. In 2005, he was appointed as the 49th Justice of the Sandiganbayan where he served for almost a decade. In March 2017, Justice Martires took his oath as the 175th Associate Justice of the Supreme Court of the Philippines.

Six months before his compulsory retirement from the Supreme Court, he asked the Court's approval for early retirement so that he could fulfill a lifelong dream—to serve and protect the Filipino people as Ombudsman of the Republic of the Philippines.

MICHAEL G. AGUINALDO

Chairperson
Commission on Audit
Committee Member



Michael G. Aguinaldo was appointed to head the Philippine Supreme Audit Institution on March 24, 2015. He is currently the External Auditor of the World Health Organization, the Food and Agricultural Organization, and the International Labour Organization of the United Nations.

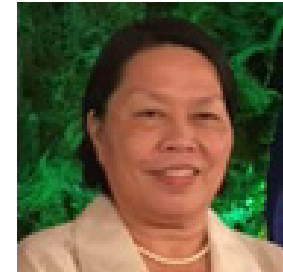
Chairperson Aguinaldo envisions a Commission that not only guards public resources but also empowers and enables government agencies to perform their mandates efficiently and effectively. He has continued the Citizen Participatory Audit program and advocates the use of technology in audit such as Geo Tagging, among other reforms he has spearheaded at the Commission.

Prior to his COA appointment, Chairperson Aguinaldo was the Deputy Executive Secretary for Legal Affairs of the Office the President. He has been with the Romulo Mabanta Buenaventura Sayoc & de los Angeles law firm for 17 years. He also worked at the De Borja Medialdea Ata Bello Guevara and Serapio law office and is a faculty member of the Ateneo de Manila University School of Law.

Chairperson Aguinaldo obtained his law degree from the Ateneo in 1992. He also holds a Special Degree in International Economic Law obtained from the University of Michigan in Ann Arbor, Michigan in 1997. He placed 7th in the 1992 Philippine Bar Examinations.

RIZALINA N. JUSTOL

Deputy Executive Secretary for Finance and Administration
Office of the President of the Philippines
Committee Member



Before joining the Office of the President as Deputy Executive Secretary for Finance and Administration on June 30, 2016, Rizalina N. Justol retired as City Accountant of the City Government of Davao for 21 years of service. She was head of its Accounting Office since March 1, 1996.

She started her government career as Accounting Clerk and Bookkeeper, then rose from the ranks as a Certified Public Accountant working with the Commission on Audit (COA) from April 16, 1985. Prior to her joining the LGU–Davao City, she held the position of COA State Auditor II. Her combined work experience of 42 years in the government, both local and national, makes her an undefeatable and undeniable expert in the field of public administration.

She earned her Master’s Degree in Public Administration in October 2011 and she pursued a Doctorate Degree in Public Administration at the Southwestern University, Cebu City in October 2013.

MARAH VICTORIA S. QUEROL

Undersecretary
Office of the Executive Secretary
Office of the President of the Philippines
Committee Member



Undersecretary Querol was appointed in July 2016 at the Office of the Executive Secretary. Before her current post, she served under the Office of the President as Assistant Secretary from February to June 2016 and Director IV from August 2015 to February 2016 and November 2010 to August 2013. She was an associate at the Ortega, Bacorro, Odulio, Calma, and Carbonnel Law Office from 2013 to 2015, and at the Marcos, Ochoa, Serapio, and Tan Law Office in 2010. She also served as technical assistant at the Department of Environment and Natural Resources and Home Development Mutual Fund in the early 2000s.

Undersecretary Querol received her Juris Doctor from the Ateneo de Manila University School of Law in 2009. She has a Master in Business Administration from the Ateneo de Manila University Graduate School of Business and a Bachelor of Science in Economics from the University of the Philippines Diliman.



2018
Dangal ng Bayan Award



On February 20, 1989, Republic Act No. 6713, otherwise known as the “Code of Conduct and Ethical Standards for Public Officials and Employees”, became a landmark legislation as it instituted eight (8) norms of conduct for public servants. The law prescribes to all public officials and employees the norms of conduct that they shall adhere to at all times in the performance of duty. These norms are: (1) commitment to public interest; (2) professionalism; (3) justness and sincerity; (4) political neutrality; (5) responsiveness to the public; (6) nationalism and patriotism; (7) commitment to democracy; and (8) simple living.

R.A. 6713 also establishes a system of annual incentives and rewards to motivate and inspire public servants to uphold the highest standard of ethics.

Under the system, the Outstanding Public Officials and Employees Award or the *Dangal ng Bayan* Award is given to any public official or employee who has consistently demonstrated and observed the eight norms of conduct specified in the act. The President of the Philippines confers the award to deserving public servants during the month-long celebration of the founding anniversary of the Philippine Civil Service in September of each year.

The *Dangal ng Bayan* awardee receives a gold-gilded medallion expertly crafted by the Bangko Sentral ng Pilipinas, a trophy designed by National Artist for Sculpture Napoleon V. Abueva, and a Php200,000 cash reward. The awardee is also entitled to automatic promotion to the next higher position suitable to his/her qualification with commensurate salary adjustments.

The award is administered by a Committee composed of the Ombudsman and Chairperson of the Civil Service Commission as co-chairpersons, and the Chairperson of the Commission on Audit and two (2) government employees appointed by the President, as members.

The logo for the 2018 Dangal ng Bayan Awardees. It features the year '2018' in a large, gold-colored, sans-serif font at the top. Below it, the words 'Dangal ng Bayan' are written in a gold-colored, elegant cursive script. Underneath that, the word 'AWARDEES' is written in a gold-colored, bold, sans-serif font. The entire text is enclosed within a thin gold-colored rectangular border.

“We must work not to impress, seek approval or recognition, but for a cause.”

WINDEL V. ALVAREZ

Master Teacher I
Tabgon Elementary School
Department of Education–Division of Camarines Sur
Caramoan, Camarines Sur

Pagasa sa Pagbasa

ONCE, TEACHER WINDEL encountered a young man subjected to ridicule because of his inability to read and write. He felt pity because most of the time, the boy was bullied or treated differently. This motivated Windel to try and make a difference in the lives of young adults who were never given the opportunity to go to school. When Windel was assigned as an Alternative Learning System (ALS) mobile teacher in Caramoan, the young man was the first to enroll in his class. In just one month, the new learner developed writing skills, and being able to write his full name became the first big difference in his life.

“To learn how to read and write is something that most of us take for granted, but for my ALS students, it means life. This frees them from fear of aspiring for a better life,” proudly stated Teacher Windel.

Since then, Windel was able to serve out-of-school youth (OSY) and adults in 49 barangays and 23 sitios of Caramoan. His initiatives to promote ALS dramatically increased the number of enrollees and volunteer teachers, and propelled the municipality to a high passing percentage of 63% in ALS Accreditation and Equivalency Test compared with the 30% passing rate in the National Level. Teacher Windel’s exemplary performance earned him a back-to-back award as Outstanding Teacher in 2016 and 2017.

But awards and recognition were never his motivation for doing what he does. *“Ang parangal ay konsolasyon na lamang para sa aming mga guro sa ALS. Para po sa akin, iyong oportunidad na makapagsilbi at makasama ang mga simple at totoong tao; maturuan silang magsulat, magbasa, at magkuwenta; maihanda sila sa pagkamit ng kanilang pangarap; makahanap ng magandang trabaho; maitaas ang antas ng kanilang pamumuhay at dignidad; at mabigyan sila ng pag-asa ang itinuturing kong pinakamalaking achievement sa aking buhay. [Awards are just consolations, the real reward is having the opportunity to serve simple and honest people; teaching them to write, read, and compute; preparing them for achieving their dreams; helping them get good jobs; elevating their quality of life and dignity; giving them hope.]” •*



“Every day is an opportunity to be better at what we do and become better versions of ourselves.”

EVA MARIA C. DE LA PAZ

Research Professor 7
National Institutes of Health
University of the Philippines Manila
Manila

Doc Pinoy

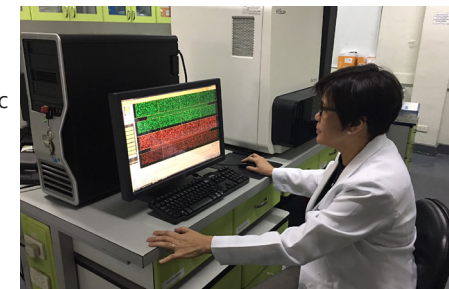
“ANG ISANG LINGKOD bayani ay tapat sa bayan, walang alinlangang manatili sa bansa kahit pa mas ikagiginhawa ng kanyang buhay ang magagandang oportunidad sa ibang bansa. Ang mahalaga sa kanya ay nailalaan niya ang kanyang mga kakayahan, talento o kadalubhasaan tungo sa ikabubuti ng kanyang bayan. [A servant-hero is loyal to the country, and has no reservations in staying despite having opportunities for a better life abroad. What’s important for him or her is offering skills, talent, and expertise for the development of the country.]”

These are the words of Dr. Cutiongco De La Paz, one of the few geneticists in the country who opted to return to the Philippines despite receiving lucrative offers from international medical and research institutions. “As part of the academe and research community, I am very supportive of our government’s efforts that can significantly contribute to the acceleration of the scientific and economic development of the country,” added the doctor.

Her significant and sustained contributions in the field of genetics in the country were her ways of giving back. She is part of a team of doctors and scientists from around the world involved in research efforts on a uniquely Filipino disease, the Dystonia of Panay, a neurodegenerative disorder affecting male adults whose ancestries can be traced to Panay Island.

Her work did not stop in research. She personally oversees the genetic counseling and genetic testing program offered to X-linked dystonia parkinsonism (XDP) patients. This program is instrumental in the clinical care of patients, as well as ongoing research studies into the mechanism and prevalence of XDP.

With her expertise as geneticist, she and her team were able to convince the Department of Health (DOH) and Department of Science and Technology-Philippine Council for Health Research and Development (PCHRD) that medicines for Filipinos with cardiovascular diseases should be customized, especially since not all imported medicines are appropriate for Pinoyos. Previously spending around Php375 million for cardiovascular diseases, DOH is now guided by the principle of prioritizing the right fit between drug and patient. •



“A servant hero is someone who is admired for his or her courage to stand for what is right, someone who has high moral principles and ideals.”

ROMEL C. ESPINA

State Auditor III
Commission on Audit –Regional Office XIII-Caraga Region
Butuan City

Mabuting Halimbawa

DURING A WELCOME dinner held by one of the municipalities, some members of the audit group ordered the famous eel dish so they can try it. As an act of goodwill, the municipal accountant offered to pay for the dish and provided eels as gift, but Romel was adamant in paying for it.

According to Romel: “The discharge of the Commission on Audit’s (COA) mandate is by sectors, audit groups, and audit teams. Each group has a leader and it is an elementary principle that for a group to become successful, a leader must lead by example. The leader must behave with integrity and show to the members what it takes to become effective in all matters. If the leader violates a cardinal rule of not accepting gifts or favors, then it reflects on the audit team and COA as an institution.”

Municipalities placed under his watch and his colleagues vouch for his consistency in upholding honesty, integrity, competence, and patriotism in the performance of his functions and his commitment in pursuing the fight against graft and corruption. One of those interviewed during the background investigation remarked, *“Mas maayo pa ang pari mopasaylo pa. Si Sir Romel, dili gyud mopasaylo [Better ask forgiveness from a priest than talk to Romel for consideration.]”*

Romel is described as a stickler for rules. He conducts his audit on scheduled dates, insists to be present on all scheduled audits, and informs the auditees of the results within deadline with expertise and prudence.

He explained this behavior as a learned culture of COA. “The Commission on Audit discourages procrastination. Performing our projects, programs, and activities in accordance with the schedule will help us achieve efficient, effective, and economical results.”

His discharge of his duties resulted in the suspension of government officials, reorganization and reconstitution of LGUs’ Bids and Awards Committee (BAC), and recovery of public funds amounting to millions of pesos. •



“Magtrabaho nang masaya, walang hinihintay na kapalit, hindi alintana ang hirap at pagod, may dedikasyon at determinasyon, at may pagmamahal sa lahat ng tao sa komunidad.”

LAURENSA S. JOLDANERO

Midwife II
Municipal Health Office
Municipal Government of San Jose
Occidental Mindoro

Ate Lorens Ko, Idol Ko

“GROWING UP, HINDI ko maintindihan kung bakit madalang kang umuwi sa bahay at palagi kang nasa duty. Kahit masama ang pakiramdam mo, pupunta ka... para mag-bakuna kasi sabi mo nag-aantay sila sa’yo. Kahit anong oras, kapag tinawag ka nila at may manganganak, aalis ka pa rin kahit umuulan nang malakas. [Growing up, I could not understand why you were always on duty. Even if you were not feeling well, you will go administer vaccinations. You will do midwifery duties whatever time of day, even if it is raining hard.]” With her testimony, Jovelou, daughter of Ate Laurens Joldanero, provides a glimpse of her mother’s sacrifices in the name of public service.

Difficult terrains and the threat of crossfire did not prevent Joldanero from providing health services to isolated and disadvantaged areas of the municipality of San Jose. Thus, she earned the respect and admiration of indigenous tribes in the island barangays of Batasan, Monteclaro, and Ambulong. Dr. Enid M. Asuncion, Municipal Health Officer, noted that these communities only know one municipal employee, their “Ate Lorens.”

Joldanero’s health programs resulted in the dramatic decrease in child mortality, maternal death, and incidence of infectious and vector-borne diseases. She led a group of barangay health workers in insecticide spraying along the

border of Oriental and Occidental Mindoro twice a year, despite the dangers and difficulties encountered in such areas. As a result, there was a dramatic decrease in documented malaria cases.

Asked what motivates her to continue serving despite the challenges, Ate Lorens simply said, *“Ako po ay isang ordinaryong empleyado lamang, kahit mahirap ang aking trabaho dahil sa layo ng aking mga napupuntahan para sa mga katutubong Mangyan, sinisiguro ko sa aking sarili na kahit ako ay mahirapan... maihahatid ko ang serbisyong pangkalusugan. Mahal ko sila. [I am an ordinary employee. Even if my job is hard and I have to travel long distances to reach the Mangyans, I keep on going to deliver health services because I love them.]”* •



“Ang maiaambag ko bilang isang public servant ay ipapakita at ipaparamdam ko sa aking kapwa ang aking pagmamalasakit kahit sa mumunting paraan.”

RODERICK L. LABAY

Head Teacher I
Apnagan Elementary School
Department of Education–Division of Oriental Mindoro
Calapan City, Oriental Mindoro

Balik Pagpapala

A SIX-HOUR, 17-kilometer walk carrying a basket filled with canned sardines to share with his students is just part of the job for Teacher Roderick.

Described as a simple, devoted, and inspiring public servant, Teacher Roderick’s programs and projects in three elementary schools in the mountainous areas of Bansud directly addressed challenges faced in the delivery of quality education.

He initiated the Personal Health and Sanitation Education or Project “PHASE” to teach Mangyan children the importance of personal health and sanitation. He identified improper health and sanitation as a cause of disease and absenteeism among students. As a strategy, proceeds from the Apnagan Elementary School’s banana plantation funded the purchase of personal hygiene kits. *“Nang dahil rin sa Project PHASE kung kaya’t ang 31 out of 33 severely wasted na mag-aaral ay naging normal ang nutritional status [Because of Project PHASE, the nutritional status of 31 out of 33 severely wasted students became normal.]”* Project PHASE is now considered as a best practice and will be adopted by other public schools nationwide.

Another project he initialized was the *“Gamit Mo, Sagot Ko”*, a program that provides free

school supplies to his students who cannot afford to buy their own school supplies.

Accroding to Teacher Roderick, *“Ang pagiging mabuting ehemplo sa kapwa Pilipino, lalo na sa mga dukha, katutubo, sa mga nakakaranas ng diskriminasyon at maging sa mga kabataan na nawawalan ng pag-asa na makapagtapos ng pag-aaral sa tuwing nakakaranas ng kahirapan, ay sapat na upang patuloy na dumami ang mga Pilipino na naniniwala na kailanman, ang kahirapan ay ‘di hadlang upang makamit natin ang tagumpay at magandang kinabukasan. [Being a good example to the marginalized sectors of society and motivating young people who may be losing hope to finish their studies due to hardships is enough to convince Filipinos to believe that poverty is not a hindrance to success and a good future].”* •



*“Maglingkod nang
maayos na parang
mamamatay
ka na bukas at
magplano na parang
mabubuhay ka pa
nang matagal.”*

ANNIE LEE C. MASONGSONG

Teacher I
Labo Elementary School
Department of Education-Division of Oriental Mindoro
Calapan City, Oriental Mindoro

Love in Action

“YOU MUST GIVE what will cost you something. Then your gift becomes a sacrifice, which will have value before God. Any sacrifice is useful if it is done out of love. This giving until it hurts—this sacrifice—is what I call love in action.”

This teaching of Mother Teresa of Calcutta best exemplifies Teacher Annie’s sacrifices to reach Mangyan students at the Labo Elementary School. Every time she makes the five-hour trip across mountainous terrains and crosses 16 raging rivers to teach, there is no guarantee if she will be able to come home when the sun sets.

Hunger and dialect issues were her biggest challenges. First, she implemented a feeding program using her personal money, and engaged contacts and potential donors through social media. At present, the school continues to receive rice and food donations even from abroad.

Next, she customized her teaching approaches and learned the local dialect to avoid miscommunication. “I learned their language by interviewing the adults of the community. I have a notebook of words and their translation in their dialect, and I used it when I taught the classes,” explained Teacher Annie.

For the elderly Mangyans, she devoted after school hours teaching them how to read, write, count, and compute. This is to prevent traders from defrauding them when they sell their farm crops in the lowlands because they do not know basic arithmetic. Danny Yooy, a resident, was all praises for the initiative, saying, “*Maganda ang epekto sa pagtuturo sa mga magulang, nakakatulong na sila ngayon sa pagkukuwenta.* [Teaching the parents produced good results and helped them in computing.]”

Despite offers from the Department of Education-Division of Oriental to transfer in a school near her residence, she refused to be reassigned, simply saying that she is where she is needed most. That is sacrifice, a love in action. •





“Patunayan natin na hindi lahat ng empleyado sa gobyerno ay hindi maganda ang ugali “;bagkos ay iilan lang sila, marami parin tayo na handang magserbisyo ng galing sa puso.”

REY B. PEÑARANDA

Administrative Aide I
Department of Social Welfare and Development – Field Office VIII
Tacloban City, Leyte

From Civil Servant to Servant Hero

FROM A *LINGKOD bayan* to a *lingkod bayani*.

Rey Peñaranda can be a poster boy of this mission statement as the call of duty saw him performing one heroic feat after another. First is his saving 21 lives, mostly officials and employees of the Department of Social Welfare and Development (DSWD) regional office and other civilians when Typhoon Yolanda struck Tacloban City.

A day before the typhoon made landfall, Rey already brought his family to an evacuation area to ensure their safety. He knew that he had to act fast because DSWD will be needing his services for relief and rehabilitation efforts.

Next is during the post-Yolanda period. He reported to work even during weekends and holidays and never requested for time-off or overtime pay, even if he could have used the money to rebuild his house and buy supplies for his family. His integrity was so unquestioned in his 22 years of service to DSWD that on several occasions, he was assigned to assist in payouts of social pensions amounting to Php24 million and Presidential Assistance worth Php19 million.

He does not just follow instructions, he also initiates action. He worked on the decongestion

of the Regional Resource Operation Center by sorting the goods, maintaining and assuring the availability of food packs for release, and collaborating with the municipal social welfare officers, which resulted in a fast and continuous release of relief goods to local government units.

Rey is a *lingkod bayani* feted for consistency of performance and readiness to put public interest over his own. He encourages his fellow *lingkod bayani* to prove themselves worthy of public office: “Patunayan natin na hindi lahat ng empleyado sa gobyerno ay hindi maganda ang ugali at iilan lang sila. Marami parin tayo na handang mag-serbisyo nang galing sa puso. [Let’s prove that not all government workers are corrupt or mediocre, and that there are more of us ready to serve from the heart.]”



*“Ang lingkod bayani
ay nagtatrabaho
nang buong husay,
hindi nandaraya
sa trabaho o sa
oras, at handang
magtrabaho
nang lampas sa
takdang oras kung
kinakailangan.”*

GELSON A. RILI

Laborer I
City Environmental Management Office
City Government of Marikina
Sta. Elena, Marikina

Patok na Lingkod Bayan

GELSON DID NOT report for work one day and it puzzled his supervisor. He usually notifies the City Environmental Management Office (CEMO) in advance if he is on leave, which is seldom, and is never late for work. It turned out that he was hit by a jeepney while on duty and had to be hospitalized. This was not an isolated incident as Mr. Rili had been hit by passing vehicles, landing him in the hospital four other times while doing his job. According to records from the CEMO, the first time he was hit by a jeepney, he landed in the hospital and stayed there for 19 days. The day after he was discharged from the hospital, he was already at work.

His unparalleled commitment to service despite risks posed by his job as a street sweeper is truly commendable. None other than Marikina City Mayor Marcelino Teodoro took note of his industriousness. The Mayor passed by J. Molina Street at 10 p.m. and saw a street sweeper still working. The day after, he inquired with CEMO who the street sweeper was and it turned out to be Gelson. The Mayor was quoted by the city administrator saying, *“Dapat ganyan ang standard natin, wala namang supervisor, walang kasama, pero loyal ‘yung tao sa trabaho [That should be our standard—he is loyal to his work even without company or a supervisor.]”*

Gelson is strict in observing his work schedule and would not leave his post until everything is spick and span. *“Ang alam ko, maraming walang trabaho. Ako, binigyan ng chance mag trabaho, kailangang magtrabaho. Masaya akong makitang malinis ang Marikina [Despite rampant unemployment, I was given this chance to work, so I work. It is my joy to see Marikina City clean],”* he explained.

Even if he is tired from work, he remains cheerful and has a good relationship with everyone. These traits have endeared him to his co-workers and to the communities where he is assigned to do the cleaning. •



*“It takes courage to
be a public servant.
It takes sacrifices
to stay in public
service.”*

LOWEL ADRIAN M. SOLAYAO

Teacher III
Pilar National Comprehensive High School
Department of Education-Division of Sorsogon
Pilar, Sorsogon

Paying it Forward

“ONLY A LIFE lived for others is worth living.”

This quote from theoretical physicist Albert Einstein guided Physics teacher Lowel Adrian Solayao in paying forward the generosity of his benefactors so he can finish his college education. In honor of his benefactors, he promised to share his love for reading with the youth of his town in Pilar, Sorsogon.

The Pilar Reading Center (PRC) started in 2010 as an impromptu storytelling time for three children in a nipa hut on the shore of Barangay Banuyo. The 18 families living in Sitio Purong Batya are referred to as the Tulay Community because their stilt houses were built above sea waters.

From just three children, the Center has grown as an alternative learning hub to help children improve reading comprehension and engage in other educational activities. The collection of books of the Center is a shared responsibility of parents of Tulay children who attended the weekend reading sessions of Solayao for free. It was Teacher Lowel who convinced the parents to share their books with other less fortunate children; thus, the collection of books grew.

Seeing his passion, support began to pour for PRC. Friends, young people, civic-minded citizens, government agencies, and private sector groups volunteered as readers and literacy advocates.

What is more inspiring is that some of Mr. Solayao’s students even convinced their parents to set up a corner in their own homes as a mini-reading center.



Through the years, PRC expanded its volunteer services. Through Project *Bayanihan*, it now offers review sessions for college entrance tests and Licensure Exam for Teachers (LET) to Pilarinos who cannot afford to enroll in formal review sessions. PRC also has computer literacy training, art workshops, mother’s workshops, journalism training, spelling bee contest, reading camps, and science and technology online writing competition.



“We are here to help. We are here to review those graduates who cannot afford to enroll in big-named review institutions and we hope to produce Pilarino topnotchers,” said Teacher Lowel. •

“If I do my best as a government veterinarian, people will notice that veterinarians play a major part in the society and have a crucial role in nation-building.”

MARY ROSE B. VINCOY

Provincial Government Department Head (Provincial Veterinarian)
Provincial Veterinarian Office
Provincial Government of Cebu
Cebu City

From Vet-ter to Best

IN 2014, THE province of Cebu has less than 10 meat inspectors that are accredited by the National Meat Inspection Service (NMIS). With public safety and health at stake against the proliferation of unsafe meat products, newly-installed Provincial Veterinarian Dr. Mary Rose B. Vincoy lobbied funds from the provincial government and collaborated with NMIS central and regional office, resulting in the conduct of the 21-day Basic Meat Inspection Training Course (BMITC) for free to meat inspectors in the region. From less than 10 registered meat inspectors in 2014, Cebu currently has 112 meat inspectors.

Along with the accreditation of additional meat inspectors, she was able to lobby for the provision of equipment, construction of NMIS-compliant slaughterhouses/abattoirs, establishment of meat inspection criteria for incentive and rewards system, and institutionalization of provincial meat inspection ordinance.

Her strong leadership in human resource (HR) management at the Provincial Veterinarian Office (PVO) led to the professionalization of local meat inspectors through continuous learning and development initiatives in Cebu. She also aggressively pursued reforms in PVO, insisting on the hiring of licensed veterinarians.

Dr. Vincoy's responsiveness to the needs of stakeholders earned the admiration of colleagues

and stakeholders, including the Cebu Federation of Dairy Cooperatives. Through her resourcefulness and efforts, she surprised the cooperative with the provision of milking machines and canisters, helping dairy farmers become more productive and save money from purchasing milking canisters through loans from the National Dairy Authority.

Asked what her principles are in meeting the challenges of public service, the doctor said she ensures consistency in demonstrating integrity, dedication, and cooperation. “Integrity keeps me accountable for all my actions and in making the right decisions, while dedication makes me passionate about my work, keeps me true to my commitments, and gives me a sense of purpose in all that I do. Finally, cooperation makes me value teamwork, respect my team's ideas and opinions, and make tasks in the PVO easier,” she said. •



2018

Photo Gallery



Philippine Rice Research Institute Director I Sailila E. Abdula shakes the President's hand before receiving his Presidential *Lingkod Bayan* plaque.



Lt Col Ricky P Bunayog of the Philippine Army is conferred the Presidential *Lingkod Bayan* award.

President Duterte congratulates University of Eastern Philippines Professor Gerry A. Camer for being a Presidential *Lingkod Bayan* awardee.



Supervising Science Research Specialist Michael A. Gragas of the Philippine Center for Postharvest Development and Mechanization at Muñoz, Nueva Ecija, proudly receives his medal.



Ms. Corazon Claro-Camacho receives the posthumous Presidential *Lingkod Bayan* award on behalf of her sister, Dr. Brigida A. Claro. Dr. Claro was a Medical Specialist IV at the Baguio General Hospital and Medical Center, Baguio City.

National Power Corporation Mindanao Generation (Iligan City) Plant Manager Palawan A. Mondoya is handed his medal and plaque.



Norvie L. Manigbas, Chief Science Research Specialist at the Philippine Rice Research Institute is all smiles onstage before receiving the Presidential *Lingkod Bayan* medal.



Pampanga State Agricultural University President Honorio M. Soriano Jr. is given the Presidential *Lingkod Bayan* medal.



President Duterte congratulates Marcelio E. Odon, an Engineer III at the Nueva Vizcaya Provincial Office, National Food Authority, for being a Presidential *Lingkod Bayan* awardee.

The VSU Forestal Advocates of the Visayas State University, Leyte, is recognized as Presidential *Lingkod Bayan* awardees (group category).





President Rodrigo ROA DUTERTE, CSC Chairperson Alicia dela Rosa-Bala, and Executive Secretary Salvador Medialdea with the 2018 Presidential Lingkod Bayan awardees: (Front row, from left to right) **MARCELINO E. ODON**, Engineer III, Nueva Vizcaya Provincial Office, National Food Authority; **PALAWAN A. LOMONDAYA**, Plant Manager, National Power Corporation Mindanao Generation, Iligan City; **MICHAEL A. GRAGASIN**, Supervising Science Research Specialist, Philippine Center for Postharvest Development and Mechanization Science City of Muñoz, Nueva Ecija; **Dr. BRIGIDA A. CLARO** (Posthumous), Medical Specialist IV, Baguio General Hospital and Medical Center, Baguio City; **GERRY A. CAMER**, University Professor, University of Eastern Philippines Catarman, Northern Samar; **SAILILA E. ABDULA**, Director I, Philippine Rice Research Institute, Department of Agriculture, Science City of Muñoz, Nueva Ecija; **LT COL RICKY P BUNAYOG**, Assistant Chief of Staff for Operations, G3, GID, PA, 6th Infantry Division, Philippine Army, Armed Forces of the Philippines - Camp Siongco, Maguindanao; **NORVIE L. MANIGBAS**, Chief Science Research Specialist (Scientist I), Philippine Rice Research Institute, Science City of Muñoz, Nueva Ecija; **HONORIO M. SORIANO JR.**, State University President III, Pampanga State Agricultural University, Magalang, Pampanga; **ELVIRA B. GORRE**, VSU (Team Member); **JIMMY O. POGOSA**, VSU Team Member; **ALLAN L. RELON**, Mayor, City Government of Tagum, Davao del Sur; (Back row, from left to right) **HENRY Y. GOLTIANO**, VSU Team Member; **ROTACIO S. GRAVOSO**, VSU Team Member; **MARLITO M. BANDE**, VSU Team Member; **DENNIS P. PEQUE**, VSU Forestal Advocates, Baybay City, Leyte; **EDUARDO O. MANGAOANG**, VSU Team Member; **ARTURO E. PASA**, VSU Team Member; Ms. Marife B. Zamora, Chairman, Convergys Philippines Incorporated, 2018 PLB-PAG Committee Member; Mr. Robert E. Borje, Chief of Presidential Protocol and Presidential Assistant on Foreign Affairs, Office of the Presidential Protocol, Office of the President of the Philippines, 2018 PLB-PAG Committee Member.



Metropolitan Waterworks and Sewerage System-Corporate Office Head Carpenter Arnulfo B. Agluba is presented with the CSC Pagasa plaque by the President.



Payao Elementary School Principal II Annabelle A. Alipo-on cheerfully receives her CSC Pagasa plaque onstage.

Roger F. Barroga, an Information Technology Officer III at the Philippine Rice Research Institute, Nueva Ecija, is conferred the CSC *Pagasa* award.



Police Chief Superintendent Rodelio B. Jocson of the Philippine National Police salutes President Duterte before being conferred the CSC *Pagasa* Award.



Dr. Maria Charyll H. Jamolo, Jail Senior Inspector at the Health Service Unit of the Bureau of Jail Management and Penology–Regional Office VI, Iloilo City, proudly receives her CSC *Pagasa* plaque from the President.



Municipal Mayor Albin B. Magdamit of the Municipal Government of Prosperidad, Agusan del Sur is handed the CSC *Pagasa* plaque.

Rhea Jane P. Mallari, Community Development Officer IV at the Subic Bay Metropolitan Authority, takes centerstage while being conferred the CSC Pagasa award.



The husband and wife Botanical Dewormer team is composed of Bede P. Ozaraga and Ma. Sylvia I. Ozaraga, who received their CSC Pagasa award from the President.



Midwife Bhen Zar R. Sam of the Municipal Health Office of Maco, Compostela Valley is given the CSC Pagasa medal by the President.



Tribal and Muslim Affairs Xylee Labastida-Palomata, Adelaida P. Andipa, Marife C. Pagdilao are given their chance to shine onstage during the awards ceremony.



President Rodrigo Roa Duterte, CSC Chairperson Alicia dela Rosa-Bala, and Executive Secretary Salvador Medialdea with the 2018 CSC Pagasa Awardees: (Front row, from left to right) **MARIFE C. PAGDILAO**, Tribal and Muslims Affairs Team Member; **ADELAIDA P. ANDIPA**, Tribal and Muslims Affairs Team Member; **XYLEE LABASTIDA**, Tribal and Muslims Affairs Office, City Government of Tagum, Davao del Norte; **RODELIO B JOCSON**, Police Chief Superintendent, Philippine National Police, Camp BGen Rafael Crame, Quezon City; **ANNABELLE A. ALIPO-ON**, Principal II, Payao Elementary School, Department of Education - Division of Negros Occidental; Dr. **MARIE CHARYLL H JAMOLO**, Jail Senior Inspector, Health Service Unit, Bureau of Jail Management and Penology – Regional Office VI, Iloilo City; **RHEA JANE P. MALLARI**, Community Development Officer IV, Subic Bay Metropolitan Authority, Subic Freeport Zone, Zambales; **MA. SYLVIA I. OZARAGA**, Botanical Dewormer Team Member; (Back row, from left to right) **ARNULFO B. AGLUBA**, Head Carpenter, Metropolitan Waterworks and Sewerage System-Corporate Office, Quezon City; Ms. Marife B. Zamora, Chairman, Convergys Philippines Incorporated, 2018 PLB-PAG Committee Member; Mr. Robert E. Borje, Chief of Presidential Protocol and Presidential Assistant on Foreign Affairs, Office of the Presidential Protocol, Office of the President of the Philippines, 2018 PLB-PAG Committee Member; **ROGER F. BARROGA**, Information Technology Officer III, Philippine Rice Research Institute, Science City of Muñoz, Nueva Ecija; **ALBIN D. MAGDAMIT**, Municipal Mayor, Municipal Government of Prosperidad, Agusan del Sur; **BHEN ZAR M. SAM**, Midwife I, Municipal Health Office, Municipal Government of Maco, Compostela Valley; **BEDE P. OZARAGA**, Botanical Dewormer (team leader) Capiz State University, Dumarao, Capiz.



Windel V. Alvarez, Master Teacher I triumphantly holds up his Dangal ng Bayan trophy onstage.



University of the Philippines Manila National Institute of Health Research Professor 7 Eva Maria C. De La Paz shakes the President's hand before receiving her Dangal ng Bayan trophy.

Commission on Audit Regional Office XIII State Auditor III Romel C. Espiña displays his *Dangal ng Bayan* trophy.



Apnagan Elementary School Head Teacher I Roderick L. Labay receives his reward as a *Dangal ng Bayan* awardee.



Laurenza S. Joldanero, Midwife II at the Municipal Government of San Jose, Occidental Mindoro, is recognized for her outstanding work by President Duterte.



Labo Elementary School Teacher I Annie Lee C. Masongsong is handed the *Dangal ng Bayan* trophy during the awards rites.

Department of Social Welfare and Development–Field Office VIII Administrative Aide I Rey B. Peñaranda is rewarded for a job well done.



Lowel Adrian M. Solayao, Teacher III at the Pilar National Comprehensive High School, receives his award with a big smile.



Laborer I Gelson A. Rili of the Marikina City Government's City Environmental Management Office takes a break from work to receive the *Dangal ng Bayan* award.



Cebu's Provincial Veterinarian Mary Rose B. Vincoy Provincial Government Department Head is presented by the *Dangal ng Bayan* trophy by the President.



President Rodrigo Roa Duterte, CSC Chairperson Alicia dela Rosa-Bala, Executive Secretary Salvador Medialdea, Office of the Ombudsman Tanodbayan Samuel Martires, and CSC Commissioner Leopoldo Roberto W. Valderosa Jr. with the **2018 Dangal ng Bayan** awardees: **WINDEL V. ALVAREZ** (Master Teacher I, Tabgon Elementary School, Department of Education–Division of Camarines Sur), **Dr. EVA MARIA C. DE LA PAZ** (Research Professor 7 National Institute of Health, University of the Philippines Manila), **ROMEL C. ESPINA**, (State Auditor III, Commission on Audit Regional Office XIII, Butuan City), **LAURENSA S. JOLDANERO** (Midwife II, Municipal Health Office, Municipal Government of San Jose, Occidental Mindoro), **RODERICK L. LABAY** (Head Teacher I, Apnagan Elementary School, Department of Education-Division of Oriental Mindoro, Calapan City, Oriental Mindoro), **ANNIE LEE C. MASONGSONG** (Teacher I, Labo Elementary School, Department of Education-Division of Oriental Mindoro, Calapan City, Oriental Mindoro), **REY B. PEÑARANDA** (Administrative Aide I, Department of Social Welfare and Development – Field Office VIII, Tacloban City, Leyte), **GELSON A. RILI** (Laborer I, City Environmental Management Office, City Government of Marikina), **LOWEL ADRIAN M. SOLAYAO**, Teacher III, Pilar National Comprehensive High School, Department of Education-Division of Sorsogon), and **Dr. MARY ROSE B. VINCOY**, Provincial Veterinarian, Provincial Government of Cebu).



President Rodrigo Roa Duterte congratulates the 2018 Outstanding Government Workers during the ceremonies held at the Rizal Ceremonial Hall, Malacañang on September 27, 2018.

CSC Chairperson Alicia dela Rosa-Bala commends the honor awardees and challenged to be an example of what a servant-hero is.



CSC Public Assistance and Information Office Director IV and Honor Awards Program Secretariat Head Maria Luisa Salonga-Agamata.



Teamwork. (R-L) CSC Chairperson Alicia dela Rosa-Bala, CSC Commissioner Leopoldo Roberto W. Valderosa Jr., and Tanodbayan Samuel R. Martires worked together to find deserving servant-heroes in government. The rigorous nomination process produced 27 individual and 3 group finalists who were honored during the 2018 Awards Rites for Outstanding Government Workers.



President Rodrigo Roa Duterte, Executive Secretary Salvador Medialdea, CSC Chairperson Alicia dela Rosa-Bala, and CSC Commissioner Leopoldo Roberto W. Valderosa Jr. with CSC officials.

HONOR AWARDS PROGRAM

Guidelines on the Search for Outstanding Government Workers

I. Scope of the Program

The Honor Awards Program (HAP) shall cover all elective officials and appointive officials and employees holding permanent, temporary, coterminous, contractual and casual status of employment in the government, whether stationed in the Philippines or abroad.

Appointive barangay officials and employees may also be nominated provided they meet all the following conditions pursuant to Civil Service Commission (CSC) Resolution No. 01-1352 on the "Recognition of the Barangay Secretary and Barangay Treasurer as Government Employees", dated August 10, 2001 (Annex A):

1. Respective appointment papers are submitted to the CSC for records purposes;
2. Positions have fixed salary in accordance with the salary schedule provided for in Local Budget Circular No. 63, s. 1996;
3. Meet the qualification requirements set in the Local Government Code of 1991; and
4. Attendance and service records are kept and maintained in the barangay office.

Those whose nature of employment fall either under job order or contract of services, as defined in Sections 1 and 2, Rule XI of the Revised Omnibus Rules on Appointments and Other Personnel Actions, and those employed under extension of service are excluded from the coverage of the program.

Posthumous nominations may be made for a public servant who died in the line of duty or in the pursuit of his/her official duties and responsibilities as a civil servant. Posthumous nominations should be formalized within 12 months from the time of death of the government official or employee.

II. Categories of Award

- A. Awards for Outstanding Work Performance
The awards for outstanding work performance are the following:
 1. Presidential *Lingkod Bayan* (PLB) Award is conferred to an individual or group of individuals for exceptional

or extraordinary contributions resulting from an idea or performance that had nationwide impact on public interest, security and patrimony. The contribution may be a suggestion, innovation, invention or superior accomplishment; and

2. Civil Service Commission *Pagasa* Award is conferred to an individual or group of individuals for outstanding contribution/s resulting from an idea or performance that directly benefit more than one department of the government;

The term "group" shall refer to the following:

Two or more individuals bound by a common objective, a task force, a technical group or a special working team, formed/created/organized formally or informally to undertake certain projects/programs. Maximum membership for both Presidential *Lingkod Bayan* and Civil Service Commission *Pagasa* Awards group/team shall not exceed 10 members.

The group/team should have demonstrated teamwork/camaraderie shown by constant communication, coordination, cooperation, and cohesiveness among its members. Each group/team member should have verifiable/actual contribution in the attainment of the group/team's accomplishment.

- B. Award for Exemplary Conduct and Ethical Behavior
Outstanding Public Officials and Employees Award or the Dangal ng Bayan (DnB) is conferred to an individual for performance of an extraordinary act or public service and consistent demonstration of exemplary ethical behavior on the basis of his/her observance of the eight norms of behavior provided under Republic Act No. 6713, otherwise known as the "Code of Conduct and Ethical Standards for Public Officials and Employees", to wit:
 1. Commitment to Public Interest
 2. Professionalism
 3. Justness and Sincerity
 4. Political Neutrality
 5. Responsiveness to the Public
 6. Nationalism and Patriotism

7. Commitment to Democracy
8. Simple Living

benefited; the paradigm shift it has caused and the amount of money saved.

III. Qualification Requirements of Nominees

- A. Nominated officials and employees in the individual and group/team category must meet the following qualifications:
 1. Have rendered at least three (3) years of continuous government service as of deadline of nominations' submission. Accomplishments for which the nominee is being recognized for should also be made within the last three (3) years immediately prior to the nomination, and have been consistently and continuously carried out by the nominee during said period;
 2. Have a performance rating of at least Very Satisfactory or its equivalent for four (4) semestral or two (2) annual rating periods prior to the nomination; and
 3. Have not been found guilty of any administrative or criminal offense involving moral turpitude at the time of nomination.

- B. A group or team may be nominated in either the Presidential Lingkod Bayan or the CSC *Pagasa* Award. Members who contributed to the group's outstanding work performance but did not meet the above qualification requirements (Items 1 to 3) shall not be included in the nomination.

Group nominees with more than ten (10) members should decide who shall be included in the nomination, otherwise said nomination shall be rendered ineligible for the Search.

IV. Criteria for Evaluation

- A. Presidential *Lingkod Bayan* and Civil Service Commission *Pagasa* Awards
 1. Noteworthiness of Outstanding Performance/Contribution – The degree of uniqueness and originality of outstanding performance or contribution/s.
 2. Impact of Performance/Achievement – The extent to which the idea, suggestion, innovation or invention is being used and its result; the number of persons who

3. Reliability and Effectiveness – The extent to which the innovation/idea has effectively and efficiently addressed a pressing need/improved service delivery.
4. Consistency of Performance – The degree of consistency manifested by consistent outstanding performance based on historical data/work record.
5. Demonstrated Teamwork, Cooperation, Camaraderie and Cohesiveness (for group nominations) – The extent the group members motivate and support each other or the degree to which group members positively influence each other.

B. Outstanding Public Officials and Employees or the *Dangal ng Bayan* Award

1. Quality and Consistency of Behavioral Performance – The level of consistency to which the nominee has manifested exemplary conduct and noteworthiness of behavioral performance.
2. Impact of Behavioral Performance – The extent to which the extraordinary act has created a powerful effect or impact on the organization or public.
3. Risk or Temptation Inherent in the Work – The degree of risk and temptation substantially present in the work.
4. Obscurity of the Position – The lowliness or insignificance of the position in relation to the degree of performance and extraordinary norm/s manifested.
5. Years of Service – the cumulative years of service that the nominee has rendered in the government vis-à-vis his/her accomplishments.
6. Other similar circumstances or considerations in favor of the nominee, as may be determined by the members of the Committee on Award for *Dangal ng Bayan*.

V. Required Nomination Documents

Each nomination requires the submission of one (1) original nomination folder containing the fully-accomplished HAP nomination form, original clearances and other documentary requirements (see Letters A-L); and five (5) additional copies of the original nomination folder.

A. Completely filled-out HAP Nomination Form:

HAP Form No. 1 – Nomination for the Presidential Lingkod Bayan Award and CSC *Pagasa* Award (Individual Category)
 HAP Form No. 2 – Nomination for the Presidential Lingkod Bayan Award and CSC *Pagasa* Award (Group Category)
 HAP Form No. 2-A - Information on the Members of the Group Nominee
 HAP Form No. 3 – Nomination for the Outstanding Public Officials and Employees Award or the *Dangal ng Bayan* Award

Each completely filled up nomination form should be accompanied by a write-up using the Nomination Write-up form. In no case shall the write-up exceed the maximum allowable ten (10) pages of A4 size bond paper, using Arial font #12.

B. Nominee's updated CS Form 212 or Personal Data Sheet with passport size (4.5cm x 3.5cm) photo with name tag taken within the last six months prior to the nomination.

C. Certification from the Chairperson of the agency's local, provincial, regional or national Program on Rewards, Awards and Incentives for Service Excellence (PRAISE) Committee or its equivalent, that the nomination has undergone deliberation by the Committee.

D. Letter from the head of agency or highest official endorsing the nomination to the CSC.

E. Certification signed by the nominee that he/she has not been found guilty of any administrative or criminal offense involving moral turpitude. If the nominee has pending administrative or criminal case/s, there should be no adverse judgment/ruling on administrative or criminal case at the time of nomination.

A certification of no pending administrative or criminal case involving moral turpitude issued by the highest ranking Administrative Officer or Legal Officer is required for posthumous nomination only.

F. Detailed information on dismissed/decided case/s of the nominee, if any.

G. Certification issued by the highest Human Resource Management Officer (HRMO) that the individual nominee or each member of the group nominee has obtained at least Very Satisfactory (VS) performance ratings for four (4) semestral or two (2) annual rating periods prior to the nomination. Copy of the rating forms should no longer be attached to the nomination folder.

H. Certification of No Unliquidated Cash Advances and Disallowances for previous accountabilities as of December 31 of the year prior to nomination to be secured by the HRMO from the Commission on Audit (COA) Resident Auditor. Said Certification should be signed by the agency's COA Resident Auditor NOT the agency's Financial Officer/Accountant.

In case of existing unliquidated cash advance and disallowance, a certificate of the status of such financial obligation shall be issued by the COA Resident Auditor.

I. Copy of the Statement of Assets, Liabilities and Networth (SALN) of the individual nominee or each member of the group nominee for the year prior to nomination, certified true copy by the highest ranking Administrative Officer (AO) or authorized officer of the employing agency.

J. Updated service record duly certified by the agency's Human Resource Management Officer (HRMO).

K. Nominee's valid clearances to be secured from the following agencies in his/her locality:

- National Bureau of Investigation
- BIR Tax Clearance

The following clearances shall be secured by the CSC:

1. Clearance for Pendency or No Pendency of Administrative Case shall be issued by the CSC Regional Office, free of charge.
2. Clearances from Office of the Ombudsman, Sandiganbayan, CSC Central Office – Office for Legal Affairs, and the Commission on Human Rights shall be secured by the national HAP Secretariat for the semi-finalists of the Search.
3. Clearance from the Office of the President shall also be secured by the national HAP Secretariat for presidential appointees who shall be selected as semi-finalists of the Search.

- L. For appointive Barangay officials/employees, Certification issued by the Barangay Chairperson that the nominee meets the conditions provided under CSC Resolution No. 01-1352 dated August 10, 2001.

The nomination form and documentary requirements should be placed in legal size folders. Hard-bound and creative covers are discouraged. Copies of annual reports, recommendations from institutions/personalities, news clippings and certificates of training, seminars and recognition should not be included in the nomination folder.

All nomination folders and documents submitted shall be considered as records of the Commission, thus, shall no longer be returned to the nominee/s.

VI. Write-up of Accomplishments

- A. The write-up must highlight outstanding accomplishments or exemplary norms of conduct manifested within the last three years. Presentation of accomplishments or norms manifested should be in order of significance, complete with descriptions, justifications and should adhere to the following pointers:
- Use specific terms. Define/clarify terms such as "assisted", "contributed" or "facilitated";
 - State outstanding accomplishments of exemplary norms displayed and impact in brief, factual and in bullet form;
 - Present impact of accomplishments by indicating problems addressed, savings generated, people/office benefited and/or transactions facilitated; and
 - The nomination write-up of heads of offices, agencies and local government units should present individual accomplishments or behavioral norms, not the accomplishments of the entire agency or local government unit.
- B. The following information must be adequately provided:
1. For Group Nomination (Presidential *Lingkod Bayan* and CSC *Pagasa* awards categories): Name of team or group, names of qualified team members with their respective positions, status of appointment, length of government service and contribution/accomplishment of each member

enumerated in detail. Please refer to HAP Form Nos. 2 and 2-A for details.

2. For outstanding work accomplishment, state whether or not the accomplishments presented are part of the regular duties of the nominee or if these are his/her own initiative. If part of nominee's regular duties or mandate, cite justifications on why the accomplishments are considered exceptional or extraordinary. The impact of the contribution must be substantially elaborated:
 - Nationwide impact of the exceptional/extraordinary contribution to public interest, security and patrimony (for Presidential *Lingkod Bayan* award category)
 - Impact of the outstanding contribution to more than one department of the government (for CSC *Pagasa* award category)

3. For exemplary conduct and ethical behavior, present the exemplary norms of conduct manifested/ displayed and provide justifications why the norm/s displayed are considered exemplary.

C. Limitation on Nomination

1. The nomination write-up should only be for a maximum of 10 pages (A4 size bond paper, Arial #12 font) to include the summary of accomplishments, impact and other information.
2. While there are three award categories under the Search, an employee or official should be nominated to only one award category.
3. Honor awardees or those who have been previously conferred with any of the three awards: Presidential *Lingkod Bayan*, Outstanding Public Officials and Employees or *Dangal ng Bayan* and Civil Service Commission *Pagasa* can still be nominated to the same or to a different award category after five years from the conferment of his/her award, provided that the nomination is based on a new set of accomplishments and/or exemplary norms/behavior manifested.

VII. Procedure for Nomination

Nomination to the Search may be done by individuals or organizations from the government or private sector. The following are the steps on how to nominate outstanding government workers:

- A. For government agency-initiated nomination

Government agencies are expected to nominate their exemplars. There is no limit to the number of nominations which the agency may submit in any of the award categories provided the requirements are complied with. The HRMO of the agency shall be responsible for preparing the nomination of the official or employee or group/team.

 1. The Program on Awards and Incentives for Service Excellence (PRAISE) Committee shall review and recommend the nomination for approval of the head of agency. In the case of group nomination composed of members from various agencies, the Chairperson of the PRAISE Committee or its equivalent and the Agency Head of the lead agency shall approve/endorse the nomination.
 2. Nominations of Heads of Departments, Agencies and elective officials need not be submitted to the PRAISE Committee. However, all other documentary requirements have to be complied with.
 3. The Agency Head shall approve the nomination and shall issue an endorsement letter prior to submission of nomination to the CSC Field or Regional Offices.

Agency head refers to Department Secretary, Chairperson or President (in national government agencies, constitutional commissions, government financial institutions, and state universities and colleges), who has the power to appoint, as well as Governors or Mayors.

Heads of agencies also refer to the following officials:

Nominee	Endorsing Head of Agency
Members/Staff of the Judiciary	Chief Justice, Supreme Court
Members/Staff of the Senate	Senate President
Members/Staff of the House of Representatives	Speaker of the House of Representatives
Members/Staff of the Local Sanggunian	Vice-Governor/Vice Mayor
Governor/Mayor	DILG Secretary
Vice-Governor/Vice-Mayor	Governor/Mayor
Punong Barangay/Kagawad	City/Municipal Mayor

Where the nominee is the Agency Head, endorsement by the superior official is required, as follows:

Nominee	Endorsing Head of Agency
Department Secretaries	Chief Justice, Supreme Court
Heads of Bureaus and Agencies attached or under the Departments	Department Secretary
President of State Universities and Colleges	Chairperson of the Board of Regents
President of Government-owned and Controlled Corporations	Chairperson of the Board of Trustees or the Secretary of the Department to which the Corporation is attached
General Manager of Local Water District	Chairperson of the Board of Trustees

- B. For nomination initiated by private individual/organization

Any individual or organization with extensive knowledge of the outstanding work performance and/or exemplary ethical behavior of the officials or employee or group/team may nominate an individual or group of individuals for a specific category in the Search.

1. Download nomination form from the CSC website: www.csc.gov.ph or secure a copy from the nearest CSC Regional or Field Office.
2. Submit the accomplished form to the Agency PRAISE Committee of the nominee, through the Human Resource Management Office (HRMO).
3. Once submitted, Item A of this Section shall apply.

VIII. Procedure for Screening and Evaluation

- A. Regional Level Screening

The CSC Regional Office shall create a five-member Regional Committee on Awards (RCA), preferably composed of the Regional Director, Assistant Regional Director, Public Assistance and Liaison Division (PALD) Chief, and two representatives of the Regional Multi-Sectoral Advisory Council (RMSAC).

The Regional Committee on Awards shall evaluate the qualified nominations based on Sections IV and V of the Guidelines and select the regional winners of the Search.

The PALD shall serve as the Regional HAP Secretariat. It shall screen all nominations with complete documentary requirements and determine the correctness of the

category vis-à-vis the accomplishment/s presented. It shall shortlist qualified nominees based on Sections III and V of the Guidelines and submit the folders to the Regional Committee on Awards for deliberation. Only those selected by the RCS as regional winners will advance to the second level screening.

B. National Level Screening

The Public Assistance and Information Office (PAIO) shall serve as the national HAP Secretariat. It shall convene the national Committees on Awards composed of the following:

1. Committee on the Presidential or *Lingkod Bayan* and Civil Service Commission *Pagasa Awards*
 - Member of the Commission, CSC
 - Chief Protocol Officer of the Office of the President
 - Three (3) prominent Filipino citizens who are not in the government service
2. Committee on the *Dangal ng Bayan Award*
 - Chairperson of the CSC
 - Chairperson of the Ombudsman
 - Chairperson of the Commission on Audit
 - Two (2) government employees appointed by the President of the Philippines

The national Committee on Awards shall deliberate on the extraordinary accomplishments and exemplary ethical behavior of the regional winners and shall shortlist the semi-finalists of the Search. The said Committee shall also select the winners of the CSC *Pagasa* and *Dangal ng Bayan* awards, and the finalists of the Presidential *Lingkod Bayan* award for decision/approval of the President.

IX. Grounds for Disqualification of Nominations

- A. Non-compliance with the submission of complete documentary requirements shall render the nominee ineligible for the Search (deadline, size and number of folders, accuracy and completeness of information required in the nomination form, maximum number of pages for the accomplishment write-up, clearances and other required

documents). Nominations with incomplete documents shall no longer be processed.

- B. Any misrepresentation made in any of the documents submitted shall be a ground for disqualification and for disciplinary action against the certifying nominee/authority pursuant to applicable CS laws and rules.
- C. Nominees requesting Member/s of the Committee on Awards and/or Member/s of the HAP Secretariat, directly or thru intermediaries, special favor or consideration.

X. Submission of Nomination

Nominations to the annual Search for Outstanding Government Workers under the Presidential or Lingkod Bayan, the Outstanding Public Officials and Employees or the *Dangal ng Bayan* and CSC or *Pagasa Awards* categories must be submitted to any Civil Service Commission Field or Regional Office not later than March 31 of each year.

Below is the calendar of activities in relation to the Search:

Period	Activity
January - March	Search for Outstanding Government Workers nomination period
April - May	Regional screening and selection of regional winners
June - August	National deliberation, background investigation/ validation of accomplishments and selection of winners
September	Awards Rites for the Outstanding Government Workers (<i>May be moved to a later month</i>)

THE COMMISSION

Alicia dela Rosa-Bala
Chairperson

Leopoldo Roberto W. Valderosa Jr.
Commissioner

Honor Awards Program Secretariat

Maria Luisa Salonga-Agamata, Ph.D.
Director IV, Public Assistance and Information Office, and Head, HAP Secretariat

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